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ABSTRACT

Recently, attention has been focused on changes that can occur during adulthood. This paper presents theories of mid-life crisis, an overview of trends and developments, and a perspective on counseling which deals with the funding of counseling and the need for human resources planning. A computer search of 70 articles forms the basis of the investigation. Abstracts of the articles, most of which are dated 1975 or later, are included. (LFB)

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MID-CAREER CHANGE:

An Overview of Counseling Practices and Programs

searchlight

Relevant Resources in High Interest Areas

Garry R. Walz

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MID-CAREER CHANGE: AN OVERVIEW OF COUNSELING PRACTICES AND PROGRAMS

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AN INFORMATION ANALYSIS PAPER
Based on a Computer Search of National Data Bases
November 1966 through April 1978

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PREFATORY NOTE

Traditionally, career counseling has focused on adolescence and early adulthood. Implicit in this focus has been the notion of consistency in adulthood. It was assumed that once decisions and plans were made, the adult years were a relatively serene and stable period, complementing what had been decided earlier. More recently there has been widespread recognition that adulthood is a period of change. Mid-life, the period commonly defined as from age 35 to 55, has become acknowledged as a particularly significant period of life with potential for bringing great pain and/or pleasure. In both the professional and popular literature there is increasing recognition of the importance of the mid-life period and of the need for developing viable strategies for responding to the needs and concerns of periods in mid-life. While the changes occurring at mid-life are frequently pervasive, and deal with such areas as family life, intimacy, life-style, or inner-life, it is interesting to note these changes experienced by the individual have often had their most dramatic expression in matters relating to occupations. Thus, the literature, while dealing broadly with mid-life, has its major focus upon mid-life career change.

Playwrights and novelists have long recognized the importance of the mid-life malaise. They have seen it as a time of conflict and doubt, an uncertain bridge to the future. The recognition of the need for a special response by counselors and human

services specialists, however, has occurred only recently. The Vocational Guidance Quarterly acknowledged its importance through the rarely used device (for that publication) of a single-focus journal related to mid-career change (June 1977). Notably, this did not occur until 1977. A special issue of the Personnel and Guidance Journal published in May 1975 did not contain a single specific reference to mid-life career change. Therefore, much of the literature is of very recent vintage.

To provide a broad information base from which to conduct this analysis, a computer search was designed. The seven separate data bases searched yielded a total of 70 separate references, the largest number of references coming from the ERIC search (N=40). The descriptors used varied according to the data base being accessed but the two producing the greatest number of documents were "career change" and "middle-aged." In accord with the previous comments on the recency of the literature, the large majority of the references are from 1975 and later. A breakdown of the data bases searched and the number of items retrieved is located in the back of this publication.

MID-CAREER CHANGE:
AN OVERVIEW OF COUNSELING PRACTICES AND PROGRAMS

Garry R. Walz

Substantiating mid-life change through research is difficult. Neugarten (1973) points out that while psychologists are convinced that personality change occurs in adulthood, they lack adequate methods for measuring these changes. Nonetheless, we can identify "hundreds of investigations which substantiate personality change in adulthood in reactions to situations, in attitudes, in reference groups, in self-descriptive items, in sources of gratification, in dyadic relationships, in the objective descriptions by friends and on psychological tests" (Brim, 1976, p. 3).

Mid-life change as transition

In describing the change process many scholars and researchers use the term "transition." Implicit in the concept of transition is movement from one personality stage or period to another. Levinson, for instance, uses the term transition with reference to changes in status of life structure, e.g., "getting into the adult world," "becoming one's own man" (In Brim, 1976, p. 7).

An analysis of the available theories and research on the idea of mid-life change being a crisis would suggest the following conclusions: (1) The concept of a crisis in mid-life should be thought of as involving both a rapid and a substantial change in personality, one which involves a major dislocation in one's sense of identity; (2)

Individuals may vary considerably in the extent to which they recognize or can articulate changes or transitions which they have experienced; (3) Research does not demonstrate that transitions or changes occur at predictable age levels; (4) For an indeterminate number of men a mid-life crisis is a "notable" event of great import to their future lives. Several current studies suggest that the mid-life crisis affects as much as 25% of the male population while a study of business managers between the ages of 35-55 reported that 30% of them were experiencing major personality and behavior changes.

Conclusions from research

Perhaps the meaning of a mid-life crisis can be described better by words than by theories or statistics. In the words of one man:

> The hormone production levels are dropping, the head is balding, the sexual vigor is diminishing, the stress is unending, the children are leaving, the parents are dying, the job horizons are narrowing, the friends are having their first heart attacks; the past floats by in a fog of hopes not realized, opportunities not grasped, women not bedded, potentials not fulfilled, and the future is a confrontation with one's own mortality. (Lear, 1973)

Theories of Mid-Life Crisis

There has been considerable discussion among theorists and researchers as to the causes for mid-life transitions which may in effect be crises. Currently seven theories are most frequently advanced in explanation of the crises.

1. Achievement-Aspiration Gap

This theory suggests that in mid-life a man is likely to assess his work achievements--to measure what he has accomplished against what he has aspired to do. The comparison between "aspired to" and "achieved" leads to the realization that an individual will not be able to reach his goals; hence, those individuals undergo a personality change that enables them to become reconciled to the gap.

2. Endocrine Changes

Many hormonal changes occur during the mid-life period--reductions in the secretion of androgens, increases in other steroids--about which we know very little. It is hypothesized that these hormonal changes do affect a man's self-assessment and his ability to manage stress.

3. Reappearance of "The Dream"

Daniel Levinson and his colleagues believe that in the process of maturing a man must suppress certain parts of himself to meet the demands of family, career, and social activities. During middle-age the "suppressed aspects of the self push toward the surface and demand that the man reappraise who he is and what he is doing" (Brim, 1976, p. 5). The concept of "The Dream" is presented as a youthful view of the future self which never dies. A mid-life crisis according to this theory is as likely to occur for the man who has realized his dream as for the man who has not. Those who

have fulfilled their dreams may ask, "Is there more to life than this? Was this worth what I had to give up?" Those who have not may ask, "Where did I go wrong?" "Will my dream never be?" Whatever has been his prior experience, the dream reappears in middle life and in dealing with it a man may be "crisis prone."

4. Stagnation vs. Generativity

In his work on stages of psychosocial development, Erikson (1950) identifies an important adult task as resolving the issue of stagnation vs. generativity. Middle aged men may feel that their achievements in family, work, and community are stagnating and that their lives lack challenge and opportunity. The need of the human organism for experiencing personal growth is omnipotent; lacking a feeling of growth the individual will seek ways, including significant behavior change, to regain a sense of growth and challenge.

5. The Awareness of Mortality

In the middle age period one stops counting from birth and begins to think in terms of time yet to be lived. Neugarten (1968) has identified a change in time orientation as one of the significant personality changes occurring in the middle age period, where the individual no longer perceives himself as growing up but as growing old. Perhaps as Brim (1976) has suggested, one of the major psychological tasks of the middle years is "resignation to death and a permutation, a reordering of life priorities"

(p. 6). If persons can successfully respond to their mortality, they can gain greater self acceptance and experience increased energy.

6. Family Relationships

In this theory the cause of a man's mid-life crisis can be traced to his changing relationship with his family. As the wife and children move their attention toward activities outside the family, the husband perceives himself as less needed and the other family members as less available for support. Typical family roles and rewards may be abolished. In this "empty nest" explanation of middle age male change, "normal changes in familial relationships that coincide with the middle years of a husband's/father's life" can produce significant changes in personality and behavior (Magazine Index, No. 1003575, p. 8).

7. Changes in Social Status and Role

Two particularly noteworthy longitudinal studies of adult development are the 20-year adult life study of Neugarten (1970), and Lowenthal's research on four age groups of men (Lowenthal, et al., 1975). Both of these researchers have studied the changes in status and role which occur over the adult life span. Lowenthal focuses on role gains and losses in adult transitions. Such occasions do not necessarily produce crises, but rather provide situations where incremental and decremental changes occur, where one state of life is left behind and a new phase of life is

begun. Neugarten sees the predictable changes in family, work, and health producing not only stresses but opportunities to display an invigorated sense of self and new coping skills. Neugarten also emphasizes that the predictable "on-time" status changes such as the death of an elderly grandmother do not produce crises. It is the "off-time" changes, i.e., the loss of a job in the prime of life, which produce trauma and crises.

Women and the Mid-Life Crisis

Relatively less emphasis has been given by the major researchers and theorists to the mid-life period for women and its potential for attendant crises. Most major theories are focused on male development. It should be emphasized, however, that the middle years present crises of adulthood, not solely of male adulthood. Apparently, women and men develop along separate paths. Women seem to be governed by what sociologist Jean Lipman-Blumen (1972) refers to as the "vicarious achievement ethic." That is, they gain their identities not through what they do but through the activities of significant people around them, i.e., fathers, husbands, and, later, children. In contrast, men are seen by Farrell (1974) as having a direct achievement syndrome. They are "success objects." Their value as persons is determined directly by what they do.

Less research emphasis on women

Of particular significance is a paradoxical shift of both sexes which occurs at middle age. Neugarten and Gutmann (1958) see women shifting toward becoming more

achievement-oriented, and men shifting toward becoming more affiliative. Interestingly, Lowenthal (1975) found that sex difference was greater than life-style difference among the adults she studied. "Indeed the life course trajectories--and in turn the needs, goals and problems--of men and women not only do not parallel each other but at a point seem to threaten a potential collision course" (Note 1, p. 8).

Both sexes experience change

While it is important that we identify and analyze the different paths of development of men and women, Schlossberg (1976) is undoubtedly right when she suggests that "what should be emphasized is that both sexes go through crises and may need help in coping with them" (p. 33).

The seven theories of mid-life crisis run the gamut from psychological theories of personality which emphasize hormonal shifts to theories arising from a sociological perspective "which views the life cycle as a succession of social roles with personality change viewed as a product of life-long socialization experiences" (Brim, 1977, p. 7). It is apparent that none of the present theories is adequate by itself. All these theories should be viewed as a means of illuminating different aspects of adult development. Users of the theories need to have the conceptual skill to consider both inside and outside determinants of change and their interaction with each other. It will be observed that the notion of mid-life <u>crisis</u> is not emphasized by three of the main theorists (Levinson, Neugarten, and Lowenthal). They all, however, recognize

No theory adequate alone

that transitions can become crises.

Mid-Career Change--Basic Considerations

A review of the causes or factors precipitating a mid-life crisis is useful in providing a backdrop against which to view a specific response to the crisis, such as job change. We also need to look at the motivations or situations which foster mid-career changes.

The importance of multiple motivations for mid-career change has been emphasized by Heddesheimer (EJ 147 849). Building upon the work of Murray, Powers & Havighurst (1971) she discusses two dimensions of pressures for change in work history as being from the self and from the environment. In each of these dimensions the pressure can vary from low to high. In assisting individuals to implement mid-career changes she presents six counseling considerations: (1) the vocational maturity of the clients, (2) the context within which job choice changes are made, (3) the resources available to the client, (4) an individual's self-confidence for achieving in a new situation, (5) the need to clearly identify appropriate goals, and (6) the importance of counselors knowing their own attitudes and values in counseling with individuals pursuing nontraditional career routes.

Counseling considerations

In another analysis of the motivations leading to mid-career change, Entine

(EJ 147 850) emphasizes broad sociological, economic, and psychological factors. He identifies five major factors: (1) the women's movement and the increasing entry and re-entry of women into the labor market, (2) the premature end of careers due to technology, (3) the pervasive influence of unemployment, (4) the relationship of life expectancy to retirement, and (5) the psychological dimensions of mid-life and their effect upon work and life-style redirection. Basically he recommends that we move from our present focus on factors inside the individual to a more balanced consideration of factors both external and internal to the individual.

Motivating factors for career change

Selected Programs and Resources

To assist the reader in choosing from among the available resources, the section that follows highlights four documents worthy of special mention.

Adult Career Education as an Intervention Strategy in Mid-Career Crisis. ED 135 995. Commissioned by NIE, this report provides a useful review of mid-career crisis literature, intervention strategies, and an inventory of services currently available. A research and development strategy for NIE is presented, along with a strategy and a role for adult career education. Though the document is broad in scope, it could be very useful to anyone involved in program development.

Second Careers, A Model Program for Mid-Career Change. 1976. This program was developed at the George Washington University School of Medicine and Health Sciences. The program was designed to demonstrate that (1) viable career alternatives are available to older persons, and (2) mid career planning can avert many of the symptoms associated with middle and later life. The volume contains a breadth of information useful to program developers in designing, establishing, and evaluating mid-career programs.

Second Careers: Counseling for Mid-Career Change. 1976. This is a companion volume to the one just previously described. It discusses in some detail the counseling component of the program. The detail provided on the counseling rationale and the procedures used would be extremely useful in establishing mid-career counseling programs. Particularly helpful is the extensive discussion of group counseling utilized in the program.

An Evaluation of Policy Related Research on Programs for Mid-Life Career Redirection: Vol. II, Major Findings. ED 107 943. This report evaluates some 300 sources dealing with programs for mid-career change. In assessing the results to date, the conclusion is reached that the potential for mid-career assistance for workers has hardly been touched. Recommendations for future program development are included which are intended to aid developers in avoiding shortcomings present in the programs evaluated.

An Overview of Trends and Developments

The literature on mid-life crisis and mid-life career change is as diverse as are the viewpoints of the writers. Depending on what one reads, one may become truly alarmed over the near epidemic proportions of male middle-age crisis. Or one may reflect with philosophical detachment on the importance and fruitfulness of the middle-age period for providing a redefinition of the last half of a lifetime. Perhaps the most useful approach this writer can take is to give visibility to the emerging conceptions concerning the mid-life period and mid-career changes, and how the helping services have organized responses to them. Examining emerging ideas and practices may help readers come to know what the current beliefs are and where they may wish to make their own casts for belief and action.

Emerging conceptions about change

Mid-Life Period

1. There is general consensus that the mid-life period is one in which the male in particular is likely to experience significant personality changes. Persons vary considerably in their awareness of these changes and the importance they attach to them.

2. The data and the writing on the experiences of women are less definitive than for men, but it appears that the middle life period may cause as much personality change for women as for men, but in the opposite direction--toward achievement for women, toward

affective behavior for men.

3. The personality changes which occur in mid-life are likely to stem from multiple causes. For some persons the stimuli for change impinging upon them are of overwhelming magnitude and mandate that personality change occur.

4. Multiple, simultaneous, and significant changes lead some persons to a mid-life crisis. The crisis may be characterized by grief, lack of identity, purposelessness, a lowering of mental and physical vigor, and, particularly, depression.

5. The forces for change that a person experiences may be concentrated in a few sharp years or stretched over 10 or 20 years. There are no specific correlates with age other than that these changes generally occur in the forties or early fifties.

6. There is no convincing evidence for "a developmental period or stages in the mid-life period, in which one event must come after another, or one personality change bump another in its wake" (In Brim, 1976, p. 4). Levinson's apt metaphor that they are more on the order of "seasons of the year" seems most appropriate. While each may arise out of the preceding one, and lead to the succeeding one, they "do not differ in value and all are necessary" (ibid.).

7. All of the research and writing notwithstanding, most of what we know about the mid-life period is based upon exploratory research, hypothesis generalization, and conjecture, rather than definitive, empirical data. Our current research base is more

on the order of an imperfectly-cooked waffle than a carefully-crafted mosaic. There are significant gaps in our research base, e.g., the causal process, and developmental and longitudinal data, which only more intensive and extensive research designs can fill.

8. Changes in an individual's behavior and personality seem to be the result of an interaction between intrapsychic and external social events, with the change in a person's focus moving from the outer self to an inner-self preoccupation.

Mid-Career Change

1. Job displacement and career disruption occur frequently enough to constitute a social problem. No occupational or educational classification of people (males particularly) seems exempt from these disruptions. Additionally, the long-term effects upon the individual and society are considerable.

2. The volume of literature relating to mid-life career change attests to the popular acceptance of the idea of the change. How we assist people to make mid-career changes, while a popular topic of the self-help literature, still seems murky. The preponderance of opinion suggests that a systematic program with special emphasis on helping mid-life career changers is preferred over a general counseling helping service.

3. Program developers agree that a mid-career change helping service should

involve at least the following components: (1) assessment of personal characteristics including vocational maturity; (2) individual and group counseling focusing on personal identity, work roles, values, and options; (3) training in decision-making and employment skills; and (4) job placement.

4. Systematic programs of the kind described above are costly. There is little evidence they can be self-supporting except with special, affluent client populations, e.g., business executives. Many of the better known programs have received external funding or are university- or agency-based and heavily subsidized.

5. Client acceptance of mid-career change programs is mixed. Program directors report enthusiastic participant response to the services and high program persistence rates (over 75%). The members using such services, however, remain comparatively few. Client reluctance to use mid-career counseling services stems from a negative feeling toward seeking help. This attitude may be particularly prevalent in business- and industry-based mid-career services.

6. Present counselor education programs frequently fail to prepare trainees to work with adults. Noted deficiencies are in the areas of aging, the occupational marketplace, and acquiring insight into their own (the trainees') potential age and sex stereotypes. Special updating and training for counselors who will work with mid-life career changers appear to be a prerequisite to the expansion of mid-career counseling services.

A Perspective on Mid-Life and Mid-Career Counseling

Middle age is a time of great significance to the individual and society. People in mid-life may experience personal crises, altered lifestyles, redirected careers, disrupted jobs, drastic changes in long-standing intimate relationships. Internal personal forces and external social factors may intermix in unpredictable ways to lead to a redefinition of self and a redirection of goals and behaviors.

Middle age an important life stage

Our knowledge about mid-life is a composite of thoughtful conjectures, frequently reported observations, and empirical data. It stimulates and provokes us to further thought as much as it aids us to define the period. Our certainties are few, but our speculations are bountiful. In determining the importance of the middle age period, however, our data sources converge--it is important.

Especially critical is how we respond to middle age--personally and collectively. There is broad consensus among theorists, writers, and researchers that it is the response to the middle age challenge which determines how the second half of a lifetime will be lived. It therefore behooves us to deal with the issues and implications associated with individual and collective responses to mid-life. We need to focus on what we are doing, should be doing, or should not be doing. But we must also consider the why of what we do and the potential effects and outcomes associated with one response as compared with another. Unfortunately, the literature has dealt more pervasively with describing

Response to middle age critical

mid-life and the programs developed to respond to it than with the important issues inherent in mid-career change. It is the writer's objective in this section to stimulate thought and, hopefully, action upon those dimensions of mid-career change which have important future implications for individuals, society, and the helping professions.

A Response Mode for Mid-Career Change

A major issue is in what way to respond to the need for mid-career counseling. Do we create new programs and Centers specializing in mid-career concerns? Or, do we augment existing counseling programs with a mid-career special emphasis or program component? There are plentiful examples of both responses, and both have their vocal proponents. In practice, the local situation may be instrumental in determining which approach will work best. As society in general, and counseling in particular, are confronted with new demands for services, we face the fundamental issue of whether to extend and strengthen existing counseling services or create new, specially-focused Centers and programs. My guess is that the current professional knee-jerk response is to "start something new." There are the obvious advantages of the attention, excitement, and fund-drawing power of a newly-developed program to respond to a current crisis. Not so frequently noticed are the less dramatic but nonetheless compelling reasons for expanding the capabilities of existing counseling services. Two thoughts

New programs vs. expansion of present ones

are noteworthy.

First, if we consistently respond to pressing social needs as crises and give them precedence in our attention and resources, we run the risk of eroding the basic service which provided the foundation for responding to the special needs in the first place. Do we want a delivery system for counseling composed of numerous independent and uncoordinated programs, each vying for a larger share of the support pie? Are a number of specially-focused mini-Centers as worthy as a renewing basic counseling service? Where does our proliferation of special Centers stop? And what do we do with them when the need is no longer so pressing? Questions such as these need answers.

Special centers a risk

A second consideration relates to whether we view counseling for mid-careeer change as a one-time event, e.g., when a crisis occurs, or as one aspect of a developmental career plan. As discussed previously, we believe that mid-life should be viewed as one important period of life, one that must be planned for and that may hold stressful times. Preparing for and viewing mid-life as a developmental phase enables persons to avoid crisis responses and to capitalize on the opportunities at mid-life for a meaningful life redirection. Special Centers devoted to mid-career change by definition are less inclined to provide the long-range perspective toward career planning that emphasizes planning before the crisis appears.

Need for planning for mid-life

Means of Funding Mid-Career Counseling

Generally, mid-career counseling programs have operated best under district sources of funding or university support, e.g., grants or course credits. Relatively few programs have been able to go it alone, to be essentially self-supporting through a fee for the service. Business and industry have not demonstrated a great willingness to commit resources to mid-career counseling services. It is apparent that economics as much as anything will determine how extensive mid-career counseling services become.

One important dimension in the support picture is the apparent reluctance of individuals to pay out of their own pockets for mid-career counseling services. By most accounts it is far easier to obtain "paying customers" for personal self-growth experiences of the sensitivity, personal-therapy variety than for mid-career counseling. Individuals either do not see the worth in mid-career counseling or believe that there is some stigma attached to seeking or needing help. It is apparent that this reluctance to seek help is more a male than a female characteristic--as witness the flourishing women's continuation education centers. Clearly, if mid-career counseling services are to be broadly diffused, there must be an extensive educational campaign to acquaint people with the services so that they may seek their use as a positive step toward their own development rather than an expression of weakness.

Education necessary for career counseling to be effective

One step that would certainly aid in a more positive image of mid-career counseling

is a change in the present tax structure. Currently, individuals may claim as a deduction money devoted to improving themselves for a present job but not for taking on a new job. Thus, an individual seeking a new career is left to his/her own resources during the difficult period of choosing and exercising a new option and obtaining retraining. It would seem to be in the best interests of the individual and society to provide tax relief, if not direct monetary support, for individuals wishing to redirect themselves toward more personally rewarding careers and to continue to be contributive to society rather than to be supported by the state.

Tax relief necessary

A related area is that of third-party payments. We are clearly perpetuating a sickness rather than a health profession when we allow Medicare payments to be used for treating mental illness, but deny payment for services to avoid mental illness and breakdowns. As one historian observed, it is much easier for governments to obtain money for killing than for healing. To that we may add, it is much easier to obtain support for healing illness than for preventing it. Our present reward structure is at variance with our oft-repeated social goals and ideals.

Reward structure inconsistent

For Whom Do We Provide Counseling?

The client in almost all mid-career counseling programs is the individual who is experiencing the pangs of mid-life, whether male or female. The focus is on assisting individuals to cope for themselves with the crises they are experiencing. So far, so

good. The next step in the process is for them to make plans and decisions based upon their redefinition of self. At this point the focus on the client alone breaks down. Any major alterations in career and life style are bound to have significant effects upon significant others in the client's life space. Spouses, children, relatives, close friends--they may not only be influential in the nature of the crises experienced by an individual, but, particularly important, they will be greatly affected by the new role, career options, and lifestyle adopted by the mid-career changer. Thus, it seems desirable that they play a part in deciding what those changes will be. Certainly spouses should be entitled to something more than dutiful acceptance of whatever changes occur.

Inclusion of "significant others" imperative

If there is merit in this thesis, then participation in counseling must be expanded. Marriage counseling has moved toward family counseling because of the importance of the interactions among family members upon the marriage partners. Likewise, mid-career counseling should devote time and attention to all of those who will be affected by the new plans and decisions. The two-career family is likely to be beset with a special array of problems and concerns which will require a special emphasis.

A coordinated counseling plan that responds to the needs and interests of the career changer and related individuals, and that is anticipatory rather than reactive seems an important goal for us to be working toward. As mid-life counseling becomes a <u>crisis</u>

avoiding rather than a crisis overcoming service, the counseling intervention can be a means of assisting persons to develop a reciprocal support structure that will strengthen their capacity to cope with mid-life trauma. The male as sole breadwinner may have a hard time of it at mid-life, but others in close proximity to him will have their own set of vexing problems to deal with, not the least of which is knowing how to respond to him. Properly prepared through career life space counseling, the significant persons in a mid-life drama may be harmonious partners in planning. And better off for it!

Life-space counseling

Transition Dynamics and Mid-Life Counseling

One way to view human development is as a series of transitions from one relatively stable period to another. Transitions can be trying times. The movement from child to adolescent or adolescent to young adult is frequently tumultuous. However, once the transition has been managed, the individual typically experiences a period of relative stability. Interestingly, much of our literature has focused on the period itself, i.e., adolescence or mid-life, but has basically ignored the transitional experience. Transition means a discontinuity in a person's life space--a change or disruption in a person's life which causes him/her to give up one way of life and adopt another. By the time individuals have reached mid-life, they have undergone numerous transitions: from one period of life to another (childhhod to adolescence); from

Difficulty of transitions

one social role to another (student to worker, unmarried to married); from one job to another. They have also had to cope with countless numbers of transitions which have occurred--some by choice, others by chance. However, there is little or no relationship between the quantity of transitions which they have experienced and the qualitative nature of their responses. Though they are highly experienced in transitions, they may be, or even are likely to be, inexpert in the process of managing transitions.

The writer believes that preparation in transitional dynamics (see Adamo, et al., 1977) will enable a person to deal far more effectively with the stresses and tasks of mid-life career change. It seems entirely possible that we can assist people to develop a strategy and a repertoire of viable skills for coping with the emotional strain and cognitive tasks associated with transitions. So-equipped individuals would approach mid-life with a confidence born of successful mastering of difficult transitions. Such confidence would enable them to minimize anxiety latent in mid-life and to exercise their options assertively and creatively.

Developing transitional coping skills

Individual Needs Versus Programmed Services

It has been suggested that we lack reliable predictors as to who will experience a mid-life crisis when. Some evidence suggests that the mid-life years preceding the career change may possess greater difficulty and turmoil than the period of career

change itself. Suffice it to say that with such high variability in both the onset and the characteristics of the malaise, it behooves all counselors to avoid programmed, canned approaches and to respond to the individual needs as well as the common needs of their clients. Variability in characteristics and behavior is likely to be at least as great among middle-aged as younger people. To treat the middle-aged as a class is to act on a seriously distorted stereotype, one that will seriously impair the effectiveness of any counseling service. Any service worthy of the name "counseling" must assess the present characteristics and needs of each client rather than rely on a generalized picture of clients.

Individualized responses a necessity

Youth As A Time for Mid-Career Planning

Much of the literature we have reviewed has stressed both the need and the potentialities for counseling interventions at mid-life. A less-often acknowledged, but nonetheless crucial, imperative is for counselors to provide leadership in the development of programs which will aid young people to understand the process of aging and their own mortality. They can be aided to understand the development of their own careers along lifetime dimensions, and become more aware of the need to be anticipatory of change and redirection. Additionally, as they come to understand the process of aging better, they will, as Sinick suggested, develop understandings which will help bridge generation

Need for early preparation

gaps that stress "human continuity and unity" (Sinick, 1976, p. 101).

The Counselor As An Agent for Change

Intervening in management's decision-making structure, or providing leadership in developing support for needed social legislation, are nontraditional counselor functions. They do, however, represent needed shifts in counselor role. Counselors must expand what they do to include bringing about needed changes in a system. Their knowledge of the system and effects upon its members places them in a favorable position to be agents for change. A model for counselor change agentry has been developed by Walz and Benjamin (1978). Using a 7-step approach, this model builds upon counselors' communication and relationship skills. Changes in current methods of financing mid-career counseling and increased on-the-job opportunities for mid-career counseling are far more likely to occur if counselors take concerted action. By extending their role to include change agentry and utilizing a systematic approach, counselors can become a force for change not only with specific clients but also in the larger society in which they work.

Counselor leadership in change

Business and Mid-Career Counseling

Stirrings within business and industry suggest that mid-career assistance may receive increased emphasis in the near future. Outplacement, a form of career counseling and placement assistance to individuals who have been fired through no fault of their own,

is gaining adherents (Van Slambrouck, 1978). Operating under the promotional banner of "Think of Being Fired as the First Step in Finding a New and Often Better Job," companies are doing outplacement counseling as a way of both avoiding employee bitterness and satisfying their own need for humane personnel practices.

Traditionally, business and industry have devoted considerable time and attention to the long-term usefulness of any equipment acquisitions. People acquisitions have not always received the same emphasis because people mistakes could be simply corrected by termination. With more companies moving to guaranteed employment, there is new justification for providing needed personal services such as mid-career counseling. The need for human resources planning and services becomes even more important where retirement is no longer mandatory and the decision as to when to retire becomes a matter for negotiation between the employee and management. Mid-career counseling and decision-making take on a new significance when it is possible that an individual may work for as long a period after mid-life as before. Some individuals may even experience second and even third careers within an organization.

Need for human resources planning

Emerging is the basic idea that, with a great commitment to lifetime employment for employees by some companies, it becomes economically as well as psychologically desirable to provide career counseling which assists each individual to develop a career plan that considers both the individual's and the company's needs and interests. In

such a plan the mid-life period would deserve special emphasis.

Conclusion

Much of our discussion has emphasized the negative aspects of mid-life career change. Crisis, disruption, depression, and uncertainty are commonly used terms. For many people, however, the years after the crisis may bring greater happiness and reward than the years preceding mid-life. What needs to be emphasized is the "opportunity value" present in the disruption of crisis. There is great potential for growth in any crisis. One has to die a "little death" to become something larger, to grow and become someone new. It requires that a person let go of what <u>is</u> and--<u>can be</u>.

Mid-career change a time for optimism

Hopefully, we will perceive mid-life as a time of shedding a previous self so that we may more fully embody our potential as persons. Viewing mid-life as a time of opportunity and growth will do much to help individuals reap full rewards in their mid-years.

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COMPUTER SEARCH

Data Bases Searched	Number of Resources
Educational Resources Information Center (ERIC)	40
Social Scisearch (SSCI)	7
Psychological Abstracts	9
Sociological Abstracts	1
ABI - Inform	6
Magazine Index	4
SSIE Current Research	3
Total	70

Print 7/5/1-40
DIALOG File1: ERIC 66-APR78 (Item 1 of 40) User1210 2may78

EJ160277 CG512480
Implications for Women and Minorities
Miles, Leroy
Vocational Guidance Quarterly, 25, 4, 356-363 Jun 77
Women and minorities still face difficult problems in creating career changes and enhancing leisure during the middle years. Various practical solutions are suggested. (Author)
Descriptors: *Leisure Time/ *Career Change/ *Females/ *Minority Groups/ *Vocational Development/ *Developmental Stages/ Middle Aged/ Models/ State Of The Art Reviews

EJ160276 CG512479
Contributions of Continuing Education
Stubblefield, Harold W.
Vocational Guidance Quarterly, 25, 4, 351-355 Jun 77
Continuing Education serves many purposes for adults. Enhancing life and contributing to career change at mid-life are two of the most important purposes. (Author)
Descriptors: *Middle Aged/ *Career Change/ *Continuation Education/ *Life Style/ *Adult Development/ State Of The Art Reviews/ Behavior Patterns/ Vocational Development

EJ160273 CG512476
Counseling for Mid-Life and Beyond
Entine, Alan D.
Vocational Guidance Quarterly, 25, 4, 332-336 Jun 77
Psychological and economic factors characterize the life needs of persons as their life patterns change at mid-life and later. These elements can be seen as counselors work with mid-life and postretirement change and with counselees' responses. (Author)
Descriptors: *Middle Aged/ *Vocational Counseling/ *Helping Relationship/ *Adult Development/ *Developmental Stages/ *Life Style/ Models/ Career Change/ Career Planning

EJ160271 CG512474
Mid-Career Change: Self-Selected or Externally Mandated?
Thomas, L. Eugene
Vocational Guidance Quarterly, 25, 4, 320-327 Jun 77
Career change and life-style are closely related, but not in all instances. Different kinds of changers are examined and implications for counseling are drawn. (Author)
Descriptors: *Career Change/ *Life Style/ *Vocational Counseling/ *Vocational Development/ *Adult Development/ State Of The Art Reviews/ Middle Aged

EJ160270 CG512473
Breaking Out of the Box: Organizational Options for Adults
Schlossberg, Nancy K.
Vocational Guidance Quarterly, 25, 4, 313-318 Jun 77
At mid-life, many workers--including those in middle management jobs--face several decades of wearily repeating the same activities and are therefore boxed-in. Now there are signs of interest in breaking out of the box through industrial programs, educational programs, legislation, and counseling. (Author)
Descriptors: *Adult Development/ *Career Change/ *Vocational Development/ *Employment Opportunities/ *Life Style/ Program Descriptions/ State Of The Art Reviews

EJ160269 CG512472
Mid-Life Career Influence
Heald, James E.
Vocational Guidance Quarterly, 25, 4, 309-312 Jun 77
Events common to all people, although in differing degrees, such as physiological and technological changes at mid-life, constitute important influences on career change and development in the mid-life period. (Author)
Descriptors: *Career Change/ *Developmental Stages/ *Adult Development/ *Environmental Influences/ *Social Influences/ *Vocational Development/ State Of The Art Reviews/ Middle Aged

EJ160268 CG512471
Careers and a Sense of Justice in Mid-Life
Peatling, John H.
Vocational Guidance Quarterly, 25, 4, 303-308 Jun 77
Research shows the close relationship between cognitive development and changes in moral judgments. This relationship explains some of the crises of mid-life career change. (Author)
Descriptors: *Career Change/ *Vocational Development/ *Cognitive Development/ *Moral Values/ *Developmental Stages/ *Career Choice/ Middle Aged/ State Of The Art Reviews/ Developmental Psychology

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EJ147850 CG511351
Mid-Life Counseling: Prognosis and Potential
Entine, Alan D.
Personnel and Guidance Journal, 55, 3, 112-114 Nov 76
Describes the sociological, economic, and psychological considerations that are encouraging persons to seek new mid-life educational, career, and life style changes. Discusses these considerations and the counselor's role. (Author)
Descriptors: *Middle Aged/ *Helping Relationship/ *Adult Counseling/ Behavior Patterns/ State Of The Art Reviews/ Vocational Adjustment/ Career Change/ Counselor Role/ Adult Development

EJ147849 CG511350
Multiple Motivations for Mid-Career Changes
Heddesheimer, Janet
Personnel and Guidance Journal, 55, 3, 109-111 Nov 76
The author maintains that mid-career changes should be viewed as a natural step in a career pattern rather than a radical shift that forsakes all that went before. She outlines some considerations for counselors. (Author)
Descriptors: *Middle Aged/ *Career Change/ *Vocational Adjustment/ *Adult Counseling/ *Helping Relationship/ Adult Development/ State Of The Art Reviews/ Behavior Patterns

EJ140877 CE505188
The Mid-career Counseling Process
Entine, Alan D.
Industrial Gerontology, 3, 2, 105-11 Spr 76
Individuals at the mid-life stage are likely to experience a combination of psychological and economic causes for seeking change. A model for mid-career counseling centers is presented to enable programs to use an appropriate combination of career and personal counseling techniques to meet individual needs. (Author)
Descriptors: *Middle Aged/ *Career Change/ *Models/ *Counseling Centers/ *Vocational Counseling/ *Individual Counseling/ Educational Needs/ Psychological Needs/ Economic Factors/ Counseling Effectiveness

EJ140876 CE505187
Second Careers: An Integrated Learning Experience in Career Change for Older Persons
Boren, Nona; And Others
Industrial Gerontology, 3, 2, 75-82 Spr 76
The Second Careers program (which combines academic work, experiential learning, and group and individual counseling to assist older persons in mid-life transition who are contemplating a career change) is described. A report of a conference which was part of the program is included. (MS)
Descriptors: *Program Descriptions/ *Career Change/ *Middle Aged/ *Conferences/ *Learning Experience/ *Adult Counseling/ Demonstration Projects/ Vocational Counseling/ Individual Needs/ Educational Gerontology

EJ135701 CG509975
Corporate Dropouts: A Preliminary Typology
Thomas, L. Eugene; And Others
Vocational Guidance Quarterly, 24, 3, 220-228 Mar 76
Pilot interviews with middle-aged men who had made major career changes revealed considerable diversity in values and motivations and yielded a preliminary typology of career changers. (Author)
Descriptors: *Males/ *Career Change/ *Middle Aged/ *Motivation/ *Values/ Research Projects/ Job Satisfaction/ Labor Turnover/ Occupational Mobility

EJ125512 CG509172
Why Study Mid-Life Career Change?
Thomas, L. Eugene
Vocational Guidance Quarterly, 24, 1, 37-39 Sep 75
The author makes a case for needed research on mid-life career change and stability. The study of those who have made career changes during the middle years would contribute to the understanding of normal development, the impact of career change on identity psychological well-being and personality. (SJL)
Descriptors: *Career Change/ *Middle Aged/ *Research Needs/ *Psychological Needs/ *Motivation/ Personal Interests/ Self Concept/ Adult Development/ Human Living/ Individual Development

EJ118845 CE503131
Changing Careers in Midstream
Lyman, Stanley D.
Manpower, 7, 6, 22-6 Jun 75
Descriptors: *Career Change/ *Middle Aged/ *Unemployed/ *Adult Education/ *Course Descriptions/ Psychoeducational Processes/ Psychological Testing/ Vocational Interests/ Short Courses/ Employment Services
Identifiers: Job Search

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EJ081783 VT505050
A Moving Picture of the Middle Years
Larkin, Timothy
Manpower, 5, 5, 9-13 May 73
Study traces labor market experiences of group of men over a 5-year span. (Editor)
Descriptors: *Middle Aged/ *Career Change/ *Labor Turnover/ *Employment Experience/ Males/ Work Attitudes/ Salary Differentials

EJ076109 VT504696
Job Search Success Of Middle-Aged Managers and Engineers
Dyer, Lee D.
Industrial and Labor Relations Review, 26, 3, 969-979 Apr 73
Descriptors: *Administrative Personnel/ *Career Change/ *Job Applicants/ Labor Economics/ Labor Problems/ Manpower Utilization/ *Middle Aged/ *Unemployed/ Unemployment

ED143864 CE012543
Middle-Aged Job Losers.
Parnes, Herbert S.; King, Randy
Employment and Training Administration (DOL), Washington, D.C.
77 38p.
EDRS Price MF-$0.83 HC-$2.06 Plus Postage.
A study involving ninety-nine men who had been involuntarily separated from their jobs was done to analyze (1) what happens to a man over forty-five years old when he loses a job after having served with his current employer for at least five years; (2) what are the probabilities of his finding work within a reasonable period of time; (3) how likely is he to become discouraged and retire; (4) if he does find work, how does it compare with the previous job; and (5) what impact does the total experience have on his economic position and physical and mental well-being. Longitudinal data from the 1966 to 1973 National Longitudinal Surveys (NLS) of middle-aged men were used which provided the opportunity to observe men prior to and two years after their job separation and compare them to a matched control group of employees. The present study suggests that while job displacements during middle-age are not common, they occur frequently enough to constitute a social problem. No occupational or educational category of men is immune to this kind of career disruption. The major long-term impact of displacement appears to have been a substantial deterioration in occupational status. In addition to economic losses, the displaced workers suffered from deteriorating health and some sense of alienation. (EM)
Descriptors: Career Change/ Employment Opportunities/ Employment Patterns/ *Employment Potential/ Employment Problems/ Income/ *Job Layoff/ Longitudinal Studies/ *Males/ *Middle Aged/ National Surveys/ *Personal Adjustment/ Unemployment/ Vocational Adjustment/ *Work Environment

ED139365 HE009005
Priorities in Postsecondary Education. Report R-36.
Palmer, Michael; And Others
Institute for the Future, Menlo Park, Calif.
Feb 77 75p.
Sponsoring Agency: Arthur Vining Davis Foundations, Miami, Fla.
Available from: Institute for the Future, 2740 Sand Hill Road, Menlo Park, California 94025
EDRS Price MF-$0.83 HC-$3.50 Plus Postage.
During the next few years, postsecondary education in the United States will undergo some important changes. Students will be older on the average; innovations will alter both course content and structure; and more education will take place outside the traditional system. Nine topic areas have been isolated that are believed to be of high priority in postsecondary funding. Each might well serve as a focal point for the programs of an educational foundation. The nine areas evolve from the concept of "educational need"--particular groups in society whose needs will grow in the next decade, a place or medium that will have growing educational possibilities, or an innovative program that might serve the needs of a wide range of special interest groups. The nine areas are: (1) self-assessment; (2) public libraries as adult education centers; (3) the telephone in education; (4) health education; (5) the adult illiterate; (6) the elderly; (7) low-income women; (8) prisoners; and (9) midlife or midcareer education and retraining. A reading list is provided. (Author/MSE)
Descriptors: Career Change/ Continuing Education Centers/ *Educational Change/ *Educational Innovation/ *Educational Needs/ Females/ Foundation Programs/ *Futures (of Society)/ Health Education/ Illiteracy/ Low Income Groups/ Older Adults/ *Post Secondary Education/ Prisoners/ Public Libraries/ Self Evaluation/ Telephone Instruction

DIALOG File1: ERIC 66-APR78 (Item 19 of 40) User1210 2may78

ED135995 08 CE009966
Adult Career Education as an Intervention Strategy in Mid-Career Crisis.
Nelson, Valerie I.; And Others
University Consultants, Inc., Cambridge, Mass.
31 Jul 75 87p.
Sponsoring Agency: National Inst. of Education (DHEW), Washington, D.C. Career Education Program.
EDRS Price MF-$0.83 HC-$4.67 Plus Postage.

Based on a review of the literature on mid-career crises and various intervention strategies and on collection of a representative inventory of services currently available, a strategy and role for adult career education was developed and priorities and highlights of a research and development strategy were suggested for the National Institute of Education (NIE). Conclusions which emerged are these: (1) A mid-career crisis can be defined as a crisis of re-employment and possible forced mid-life change of career. This crisis can be precipitated by an unexpected loss of work and a shortage of jobs in the local area which utilize the skills of the individual. (2) The literature and data on mid-career crises are inadequate in several key respects. In particular, minimal data exist on the affected population or its numbers, or on the long-term effects of the crisis. (3) A mid-career crisis will for most workers entails short-term economic and associated psychological disruption, unless we commit ourselves to a European solution of substantial income support and long term education for the worker. (4) Current programs of assistance are piecemeal and uncoordinated. The experience of programs to date shows, as expected, minimal success at averting short-term losses to those individuals who are minimally qualified by objective standards to re-enter the labor force at previous levels of status and earnings. (5) A successful program of adult career education must take into account the labor market and psychological factors in the crises and therefore must include a combination of the following: Counseling, assurance of jobs following training, and involvement of employers in the area. (JT)

Descriptors: *Adult Education/ *Career Change/ *Career Education/ Continuous Learning/ Delivery Systems/ Economic Factors/ Educational Development/ *Government Role/ Learning Motivation/ Literature Reviews/ Policy Formation/ Psychological Needs/ Psychological Patterns/ Public Policy/ Research Needs/ Social Factors/ Unemployed/ *Vocational Adjustment

Identifiers: National Institute of Education/ NIE

ED135975 CE009808
Bibliography on Life/Career Planning.
Snyder, Jane
Appalachian State Univ., Boone, N.C. Center for Instructional Development.
76 229p.
EDRS Price MF-$0.83 HC-$12.71 Plus Postage.

Developed for use in a university life/career planning course, this bibliography applies the principles of business management to personal and occupational planning and career development. The first part of the document contains the model for life/career planning which includes student activities in decisionmaking, personal and environmental analyses, self-management, and stating objectives. The annotated bibliography covers the following areas: What life/career planning is all about; self-knowledge as planning base for objectives; interest, values and beliefs as guidelines for decisionmaking; environment; exploring the world of work for a career; self-concept and life purpose; objective setting and strategic action plans (for personal growth, career development, social responsibility, entry into the job market, achieving a self-management capability, positive attitudes and motivations, and developing creative capabilities); behavior control; job promotion; and making mid-career job changes. The third section contains sources of information on occupations and career fields. Author and subject indexes are included. (TA)

Descriptors: *Annotated Bibliographies/ Career Change/ *Career Choice/ *Career Planning/ Educational Objectives/ Environmental Influences/ *Goal Orientation/ Higher Education/ Job Search Methods/ Life Style/ *Occupational Choice/ Occupational Information/ Occupational Mobility/ *Vocational Development

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ED135940# CE009162
Vocational Education for Special Groups. Sixth Yearbook.
Wall, James E., Ed.
American Vocational Association, Washington, D.C.
76 351p.
Available from: American Vocational Association, Inc., 1510 H Street, NW, Washington, D. C. 20005 ($12.00)
Document Not Available from EDRS.
Issues, concepts, and strategies that impact directly on the ability of vocational education to deliver its services to special groups are the focus of this yearbook. Chapters by 24 different authors are divided into three sections. Section 1 provides an overview of special groups, how special groups evolved, their underlying structure and diversity, and how vocational education might be of benefit in solving some of their problems. Section 2 contains chapters which focus on specific special groups and their individual status in society-at-large and describe in detail certain personal characteristics that tend to categorize persons into special groups. Section 3 includes a series of chapters that give detailed attention to specific strategies that might be employed in delivering vocational education to special groups. Programs for personnel development, integration of special services with instruction, and general administrative and organizational techniques are discussed. The special groups discussed include the handicapped, women, retirees and middle-age career changers, blacks, Native Americans, Mexican-Americans, prison inmates, migrants, welfare recipients, veterans, and youth. (TA)
Descriptors: American Indians/ Blacks/ Career Change/ *Disadvantaged Groups/ *Educational Methods/ Educational Opportunities/ Educational Programs/ Females/ Handicapped/ Individualized Instruction/ Manpower Development/ Middle Aged/ Migrant Workers/ *Minority Groups/ Older Adults/ Prisoners/ Program Administration/ Spanish Speaking/ Special Education/ *Special Programs/ Special Services/ Veterans/ *Vocational Education/ Yearbooks/ Youth
Identifiers: American Vocational Association

ED128742 CG010855
Middle-Aged Career Dropouts: An Exploration.
Roberts, Betty H.
Oct 75 20p.; Paper presented at the Annual Meeting of the Gerontological Society (28th, Louisville, Kentucky, October 26-30, 1975)
EDRS Price MF-$0.83 HC-$1.67 Plus Postage.
This research deals with the phenomenon of the successful middle-aged careerist who drops out of his occupation into an alternate life style. These people are considered a subset of the growing numbers who change occupations in midlife, despite continuing success in their chosen career. There is some exploration of the philosophical and practical meaning for society of such practice. The research uses data obtained through interviews with 40 people who had dropped out of their careers. The research attempts to provide a composite picture of the dropout: his motivations for dropping out; his pre-dropout situation and personality; his present concerns and status; and the process of dropping out. The author notes that for these people values appear to have become less extrinsically centered--for example, money has become less important than autonomy; status less important than self-expression. Contrary to the author's expectations, the dropout is neither an "impulsive" nor a relatively high-risk-taking individual. There are two ways of viewing the phenomenon--either as a threat to society or as a benign act; both approaches are examined. (NG)
Descriptors: *Adults/ *Career Change/ *Dropouts/ *Middle Aged/ Occupational Guidance/ Older Adults/ *Professional Occupations/ Research Projects/ Speeches/ *White Collar Occupations
Identifiers: *Midlife Career Change

ED128741 CG010854
Mid-Career Change: Smoke or Fire?
Roberts, Betty H.
Mar 73 87p.; Not available in hard copy due to marginal legibility of original document.
EDRS Price MF-$0.83 Plus Postage. HC Not Available from EDRS.
There is increasing popular interest in the phenomenon of the successful professional or businessman who switches careers in middle age. There is little hard data available about the phenomenon although there is a great amount of psychological conjecture. This paper briefly reviews the various theories that attempt to explain midlife career change, and then focuses specifically on white collar or professional workers, from ages 35 to 60. It deals with the following aspects: a workable definition of career as it relates to job and leisure; a conceptual framework of the process by which one seems to become a career changer (the framework views career changing as deviant); a review of current literature; theories about career change; constraints on career change; some proposals for intervention; and some of the developing social movement responses. (Author/NG)
Descriptors: *Adults/ *Career Change/ *Interests/ *Middle Aged/ Occupational Guidance/ *Older Adults/ State of the Art Reviews/ Theories/ *Vocational Interests
Identifiers: *Midlife Career Change

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ED127445 95 CE007609
The Effect of Job Experience on Earnings Among Middle-Aged Men. Institute for Research on Poverty Discussion Papers.
Leigh, Duane E.
Wisconsin Univ., Madison. Inst. for Research on Poverty.
Oct 75 28p.
Sponsoring Agency: Department of Health, Education, and Welfare, Washington, D.C.; Employment and Training Administration (DOL), Washington, D.C.
Report No.: IRP-DP-318-75
EDRS Price MF-$0.83 HC-$2.06 Plus Postage.
The primary purpose of this paper is to improve on the specification of job experience as measured by current age, minus age at completion of formal schooling. The process of acquiring productive job skills was modeled by first focusing on the determination of the level of first-job occupation and then, given initial occupation, examining the determinants of occupational advancement. The impact of initial occupational level and occupational change on current (1966) wage rates were then examined. In the empirical analysis, separate equations for middle-aged black and white men were estimated to focus on racial differences in the acquisition of labor market experience. The primary finding is that it is work experience accompanied by occupational advancement, rather than work experience per se, that has an effect on the distribution of wage rates. (Author/HD)
Descriptors: Age/ Career Change/ Caucasians/ Economic Research/ Educational Background/ *Educational Experience/ *Employment Experience/ Job Skills/ Job Training/ Labor Economics/ *Males/ Mathematical Models/ *Middle Aged/ Negro Employment/ Negroes/ Occupational Mobility/ Occupational Surveys/ Occupations/ Racial Differences/ Vocational Education / *Wages/ Work Experience

ED126369 CE007700
Continuing the Development of Career: A Symposium.
Tiedeman, David V., Ed.
Mar 75 48p.
EDRS Price MF-$0.83 HC-$2.06 Plus Postage.
Following a brief introduction by the editor, four symposium papers are presented on continuing the development of career: "Career Development in Adults. Why do People 35 and Over Change Jobs?" Nancy K. Schlossberg; "Applying Vocational Theory to Adult Problems," John L. Holland; "Career Development of Adults: Why, When, Where, How," Elinor Waters; and "A Philogynous Proposal: Up With Women," Mary Lou Randour. Dr. Schlossberg discusses the causes of mid-life career changes emphasizing that they do not necessarily relate to job loss or the downgrading of opportunity. A framework is presented for understanding adult career development and planning career development programs. John L. Holland's paper summarizes his developmental and structural theories on vocations. Several suggestions are presented for the practice of vocational guidance in mid-life career development. Professor Waters describes a six session career development program for adults. The clientele, format, and course content are described. The final paper by Dr. Randour discusses sex discrimination problems and the needs of women in the world of work. A solution suggested in Dr. Randour's paper is the creation of a child service educational reward system based on the concept of the Veterans Administration educational benefits. (Author/BP)
Descriptors: *Adult Counseling/ Adult Programs/ *Adults/ Anthologies/ *Career Change/ Career Education/ Career Planning / Educational Theories/ Equal Opportunities (Jobs)/ Females/ Occupational Guidance/ Sex Discrimination/ *Symposia/ Vocational Counseling/ *Vocational Development

ED123472 CE007255
Programs to Aid Unemployed Aerospace Professionals: Implications for Mid-Life Career Redirection.
Thompson, Velma Montoya
Rand Corp., Santa Monica, Calif.
Jun 75 19p.
Report No.: Rand-P-5444
EDRS Price MF-$0.83 HC-$1.67 Plus Postage.
The Rand paper on programs facilitating the mid-life career redirection of unemployed aerospace professionals is 1 of 20 policy-related research reports commissioned by the Division of Social Systems and Human Resources in the Research Applied to National Needs Program of the National Science Foundation. It is based on the evaluation of some 300 items of literature on the topic of mid-life career redirection. Evaluation criteria were internal and external validity and policy relevance. The paper evaluates those items which assess the effectiveness of the private and public sectors of our economy to mount schemes to deal with the problem of the involuntary career change of aerospace engineers and scientists. It assesses employment programs ranging from those based on the assumption that comparable jobs are available somewhere in the economy to others which assume that retraining and skills conversion are required in order to get professionals reemployed. The review of the literature revealed that unsuccessful retraining programs failed because of inadequate program design, retraining costs, trainees' age, and the nature of labor market information systems. It was concluded that, if retraining programs were to be successful, counseling and job information services should be a prominent feature of such programs. (Author/BP)
Descriptors: *Aerospace Industry/ Age/ *Career Change/ Employment Problems/ *Employment Programs/ Employment Services / *Engineers/ Failure Factors/ Literature Reviews/ Occupational Guidance/ Occupational Information/ Program Effectiveness/ *Scientists/ *Success Factors/ Unemployed/ Vocational Adjustment/ Vocational Retraining

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ED122152 CE007095
Predicting Career Change of Mature, Middle-Class, Married Women.
Meyer, Goldye W.; Owen, Steven V.
Apr 76 21p.; Paper presented at the Annual Meeting of the American Educational Research Association (San Francisco, California, April, 1976); Best copy available
EDRS Price MF-$0.83 HC-$1.67 Plus Postage.
The research reported was an effort to determine whether, in the absence of validated models or measuring instruments effective for objective counseling of mature females, such often-relied upon, easily obtained, visible pieces of data as age, number of children, and educational background are critical predictor variables for counselors and counselees to consider in career decision making. Data were obtained from a followup survey of 110 women with home-oriented careers who had participated in a career counseling program; their decisions were categorized as: (1) no change, (2) return to school, or (3) return to paid employment. Ten personal/social factors often used predictively were examined for effectiveness as predictors of (1) vocational maturity and (2) women's career change. The factors studied did not effectively predict vocational maturity. Questions were raised regarding the viability of accepted concepts of vocational maturity as they apply to mature women and regarding the appropriateness of instruments available for measuring vocational maturity. Specifically, the Adult Vocational Maturity Inventory. The personal/social factors were more effective in predicting career change of the women studied and yielded a limited model for classifying women into the three career-decision groups named above. Tables and survey instruments are appended. (Author/AJ)
Descriptors: *Career Change/ *Females/ Housewives/ Measurement Instruments/ *Middle Aged/ Prediction/ Predictive Ability (Testing)/ Predictive Measurement/ Predictive Validity / *Predictor Variables/ Sex Discrimination/ Vocational Counseling/ *Vocational Maturity
Identifiers: Adult Vocational Maturity Inventory

ED120567 95 CE006964
An Exploratory Study of the Sociological and Psychological Impacts of Mid-Career Changes for Women. Final Report.
Nero, Sharon A.
Wisconsin Univ. - Stout, Menomonie. Center for Vocational, Technical and Adult Education.
75 52p.
Report No.: VT-102-669
EDRS Price MF-$0.83 HC-$3.50 Plus Postage
The study explored the impact of mid-career changes for women who were enrolled in or had recently completed a program in the Wisconsin Vocational, Technical, and Adult Education (VTAE) System for the purpose of changing careers from housewife and mother to that of labor force participant. Sixty-six women, aged 30-49, returned a survey questionnaire that sought information about socioeconomic, marital, and educational status; the effect of the change on interpersonal relationships and life styles; motivation for change; resulting benefits and liabilities; and self-image. An important objective was to develop implications and recommendations for VTAE system programing and to design a model of mid-career decision making for women. It was found that the primary motivation for a return to school was financial. The majority experienced a feeling of achievement and an increase in self-confidence, with new friends, interests, and experiences rated as important benefits. The greatest problems were adjusting to the student role and coping with the demands of home and school responsibilities. Suggestions were offered on ways to encourage women to enter to enter male-oriented occupations and on ways to improve preparation and counseling for re-entering school and the labor market. (NJ)
Descriptors: *Adult Students/ *Career Change/ Career Planning/ Decision Making/ Family Attitudes/ *Females/ Middle Aged/ Participant Characteristics/ Personal Growth/ Post Secondary Education/ Questionnaires/ Research/ Role Conflict/ Self Concept/ Sex Discrimination/ Socioeconomic Status/ *Surveys/ Vocational Education/ *Working Women

DIALOG File1: ERIC 66-APR78 (Item 29 of 40) User1210 2may78

ED117478 CE006134
Proceedings of the Adult Student Personnel Association Conference. (12th, New York City, April 10-12, 1975). "Mid-Life Career Changes".
Becker, Dorothy, Ed.
Adult Student Personnel Association, Inc.
Apr 75 87p.
EDRS Price MF-$0.83 HC-$4.67 Plus Postage
Texts of speeches given at the Adult Student Personnel Association conference regarding career change in mid-life are presented. They include: Socio-Political Implications of Career Changes (Vinia R. Quinones), discussing educational needs, relocation, psychological, political, and social implications regarding women and career changes; Continuous Career Decisions (Mary T. Howard), examining work patterns, quasi-institutionalized societal responses to changing employment needs and a new work-life plan; Mid-Life Career Changes--An Institutional Model (Alan Entine), providing background material, describing counseling and academic programs at State University of New York, Stony Brook, and answering questions presented by conference participants; Mid-Life Career Changes--A Community Model (Mardell Grothe, Barbara Wilson, and John Turner), describing a career education project for home-based adults in Providence, Rhode Island and answering questions presented by conference participants; Demonstration-Computer Based Educational Opportunity Center (Jackson Jupp), describing a computerized file which provides specific information about the utilization of student services for adult students at the City University of New York. A listing of Association officials, the conference schedule, an award presentation, the annual business meeting report, the annual president's message, and historical data regarding Association personnel and conferences are included. (LH)
Descriptors: Adult Counseling/ *Adult Development/ Adult Education Programs/ *Adult Programs/ Adult Students/ *Career Change/ Computer Programs/ *Conference Reports/ Human Engineering/ Manpower Utilization/ Models/ *Occupational Mobility/ Professional Associations/ Program Descriptions/ Speeches/ Unemployed/ Working Women
Identifiers: Adult Student Personnel Association

ED116530 HE006886
Mid-Life Needs: Assessments and Responses.
Entine, Alan D.
9 May 75 13p.; Paper presented at the Meeting on New Careers at Mid-Life (Florida Technological University, Orlando, Florida, May 1975)
EDRS Price MF-$0.76 HC-$1.58 Plus Postage
The current economic outlook, including the prospectus of high unemployment rates, creates new objectives and new perspectives to the growing national phenomenon known as the mid-life career change. During the past five to seven years we have witnessed the growth and development of adult counseling centers, whose primary focus is to provide vocational and educational counseling for older individuals. While institutions of higher education have adapted their programs and curriculum to meet adult educational needs and have responded to the changing vocational and personal needs of individuals in their middle and older years, what remains to be tackled is the adoption of the world of work to the work needs of those in mid-life and later life through: (1) enforcement of existing state and federal legislation with respect to age discrimination in employment; (2) education and public affairs programs that demonstrate that older people are good workers; (3) research into the relationship between aging and intelligence; and (4) new policies from government and the private sector that provide meaningful options for the individuals in middle years and older. (Author/KE)
Descriptors: *Adult Development/ *Adult Education/ *Adult Education Programs/ *Career Change/ Counseling Services/ Federal Legislation/ Government Role/ *Higher Education/ Program Descriptions/ Research

3-3A

DIALOG File1: ERIC 66-APR78 (Item 31 of 40) User1210 2may78

ED110137# JC750444
Innovative Approaches to Occupational Programs for the Rural Two-Year Colleges.
Gillie, Angelo, Sr.
75 14p.: Speech delivered at the Annual Workshop of the Southeastern Community College Leadership Program (16th, Tallahassee, Florida, March 12-14, 1975)
Available from: Not available separately; See JC 750 441
Document Not Available from EDRS
The rural community college must be vocational in orientation and provide its students with social, economic, and political facts related to their lives and employment now and in the future. It must offer equal opportunity to consider and select training for either rural or urban occupations. In order to offer this diversity, a college must have a minimum of 1,000 full-time students; this may necessitate an increase in geographical service area and the building of residence halls. Job flexibility for young adult students can be achieved by delaying their specialization until a job is secured. Once the employer specifies the skills required, it can be decided whether these are best learned at the college skills center or on-the-job. An entry-exit operation for vocational training would facilitate this flexibility for rural youth and adults. Many middle-aged persons would return to school for additional training or a complete career change were it not for economic hardship. Sabbatical-like funding should be provided to these students. Retirees and hobbyists should also be served by the college in building a second career or in maintaining mental health and physical activity. (MJK)
Descriptors: Career Change/ Job Skills/ *Junior Colleges/ Middle Aged/ *Occupational Choice/ *Occupational Mobility/ Rural Economics/ *Rural Education/ Rural Youth/ Vocational Counseling/ *Vocational Education

ED107943 CE004096
An Evaluation of Policy Related Research on Programs for Mid-Life Career Redirection: Vol. II--Major Findings.
Pascal, Anthony H.; And Others
Rand Corp., Santa Monica, Calif.
Feb 75 192p.: For the executive summary, see CE 004 054
Sponsoring Agency: National Science Foundation, Washington, D.C. RANN Program.
Report No.: R-1582/2-NSF
Available from: The Rand Corporation, 1700 Main Street, Santa Monica, California 90406 ($7.00)
EDRS Price MF-$0.76 HC-$9.51 PLUS POSTAGE
The report evaluates some 300 items of literature dealing with programs for mid-life career redirection. A 20-page introductory chapter presents background information, a general description of target groups, and suggestions for further research in mid-life redirection of careers. Part one, Mid-Life Redirectors: Sources and Opportunities, contains chapters on aspiration and dissatisfaction among workers, training potential among older workers, and using manpower forecasts in career redirection planning, and suggest that as people grow older they tend to seek movement from data- and materials-oriented jobs to people-oriented jobs. Part two, Manpower and Educational Programs: The Experience, contains chapters on government programs, employer-sponsored programs, union-sponsored retraining programs, foreign programs, and special redirection efforts, and suggests that existing education and manpower programs provide many of the components necessary for career redirection. Part three, Synthesis and Implications for Policy, (1) summarizes the lessons from the literature, concluding that the potential for mid-life career redirection in the American work force is virtually untapped; and (2) makes recommendations for policymakers, sketching a spectrum of experimental pilot programs of various scale and coverage, intended to meet the shortcomings of existing programs. Every chapter but one contains a bibliography. (JR)
Descriptors: Adult Programs/ Adults/ Bibliographies/ *Career Change/ Employee Attitudes/ Federal Programs/ Foreign Countries/ Job Satisfaction/ *Literature Reviews/ Manpower Needs/ Manpower Utilization/ *Middle Aged/ Occupational Aspiration/ Policy Formation/ *Retraining/ Special Programs/ *Vocational Adjustment/ Work Attitudes

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ED107931# CE004054
An Evaluation of Policy Related Research on Programs for Mid-Life Career Redirection: Vol. 1--Executive Summary.
Pascal, Anthony H.
Rand Corp., Santa Monica, Calif.
Feb 75 38p.; For the major findings, see CE 004 096
Sponsoring Agency: National Science Foundation, Washington, D.C. RANN Program.
Report No.: R-1582/1-NF
Available from: The Rand Corporation, 1700 Main Street, Santa Monica, California 90406 ($3.00)
Document Not Available from EDRS.
The report is concerned with the evaluation of existing literature on alternative programs to facilitate mid-life redirection of careers, with a view to identifying how literature in relevant fields can be used by policy makers. The report is a condensed and abbreviated version of the material in Volume 2, Major Findings. Some 300 items of literature were evaluated with reference to internal and external validity and policy relevance. Factors motivating mid-life career change, the rationale for public intervention in redirection, definitions of terms, and target groups are outlined. The literature covered worker dissatisfaction as a factor in redirection; evaluations of education and skill training for older workers, including foreign programs and programs sponsored by government, industry, and unions; and manpower forecasts and career opportunities for redirectors. The adequacy of existing programs and experimental program initiatives are also covered, and followed by recommendations for additional research. (SA)
Descriptors: Adult Programs/ Adults/ *Career Change/ Educational Programs/ Federal Programs/ Foreign Countries/ Job Satisfaction/ *Literature Reviews/ Manpower Needs/ Manpower Utilization/ *Middle Aged/ Occupational Aspiration/ Policy Formation/ Retraining/ Special Programs/ Vocational Adjustment / Work Attitudes

ED099608 CE002703
Americans in Middle Years: Career Options and Educational Opportunities.
Entine, Alan D., Ed.
University of Southern California, Los Angeles. Ethel Percy Andrus Gerontology Center.
Apr 74 60p.; Summary of proceedings of a conference sponsored by the State University of New York and the Fund for New Priorities in America
Available from: Publications Office, Ethel Percy Andrus Gerontology Center, University of Southern California, University Park, Los Angeles, California 90007 ($3.00)
EDRS Price MF-$0.76 HC-$3.32 PLUS POSTAGE
Twelve papers address three topics: the middle years--dimensions and dilemmas; the middle years--suggestions and solutions; and the changing university--new audiences for learning. Bruce Dearing examines personal, human questions posed by maturing individuals and indicates how they present challenges for a lifetime learning process. Bentley Glass discusses two aspects of lifelong learning. A statistical overview of the economy indicating an increasing demand for workers in their middle years is presented by Herbert Bienstock. Eli Ginzberg outlines costs to the society and the individual in establishing new work patterns for the middle years. Costs in relation to investment in human capital are examined by Victor Fuchs, and Samuel Conner discusses the concept of midcareer change in relation to an individual's personal and financial needs. Bernard Bellush describes the activities of a union to promote work satisfaction and career flexibility; F. Bruce Hinkel reports on the work of a corporation to reach the same goals. Ruth VanDoren discusses the changing nature of careers and education; Betty Roberts addresses the voluntary occupational change of middle-aged people. Designing new work patterns for women which could be applied throughout the economy is discussed by Felice Schwartz. In the concluding presentation, John Toll comments on the design of new work-learning relationships. (Author/AG)
Descriptors: Adult Education/ *Career Change/ Conference Reports/ Continuous Learning/ Economic Factors/ *Educational Change/ Higher Education/ Labor Unions/ *Middle Aged/ Occupational Aspiration/ Occupational Choice/ Working Women

DIALOG File1: ERIC 66-APR78 (Item 35 of 40) User1210 2may78

ED099603 CE002698
New Careers for Mid-Life: May We Help You?
Hoenninger, Ronald
National Vocational Guidance Association, Washington, D.C.
74 31p.
EDRS Price MF-$0.76 HC-$1.95 PLUS POSTAGE
Numerous societal changes have encouraged the marked increase in second careers for people in general and for those over 35 in particular, raising implications for both career development and vocational decision-making. A developmental model needs to be realigned with new developmental strategies for the middle years. Research literature has suggested that most people undergo a midlife crisis--a reaction to the onset of aging and a reawakening to unresolved problems and/or career decisions. Recent research studies have shown higher achievement values and motivations for candidates for second careers than noncandidates and a high proportion of second-career candidates having a low degree of autonomy on their jobs. Moreover, vocational decision-making at midlife has been found more complex, "soul-rending", and fearsome than at other stages. The role of this Commission needs to be threefold: educational, collaborative, and creative. Recommended collaboration includes the American Association of Community and Junior Colleges, the Adult Education Association, the National Institute of Education, and the military. Recommendations for creativity include: radio and television materials; career education-placement agencies in cooperation with labor and industry; research pertaining to counseling/assessment skills, models, and/or autobiographies of people changing careers; publications and regional meetings; training of personnel; focus on problems of women. (EA)
Descriptors: *Adults/ *Career Change/ *Career Choice/ Career Education/ Career Planning/ Counseling Effectiveness/ Creativity/ Decision Making/ Developmental Psychology/ Educational Planning/ Interagency Cooperation/ Interdisciplinary Approach/ Job Placement/ Literature Reviews/ *Middle Aged/ Motivation/ *Vocational Development/ Working Women
Identifiers: *Second Careers

ED091531# CE001302
Starting Over.
Stetson, Damon
71 255p.
Available from: Macmillan Publishing Co., Inc., 866 Third Avenue, New York, New York 10022 ($5.95)
Document Not Available from EDRS.
The author explores the self-realization opportunities possible through second careers as well as the uncertainties and hazards involved in such a major life change. Numerous examples of middle-aged second careerists are included in the book as well as some classic examples. There is no set pattern of career changing in mid-life; new directions and the reasons for shifts are as diverse as the people. The book opens the door to those who feel "bound to their wrong choice, caught in a dead end, and/or victimized by the rat race." One chapter focuses on the need to train people for a cluster of occupations in our technologically changing society that suggests more job changes for the future. Disillusionment with materialistic values and the trends toward social service are often motivating factors for second career choices of a more altruistic endeavor. More women than ever are looking forward to or moving into second careers; retirement, and today's trend toward early retirement, is yet another life stage that can launch a second career. This intimate glimpse at the lives of hundreds of men and women who began new careers (and the psychologists, family counselors, and employment agents who advised them) provides encouragement and identification for those seeking a similar choice. (EA)
Descriptors: Adults/ *Career Change/ Community Action/ *Middle Aged/ Occupational Clusters/ *Older Adults/ Retirement / *Self Actualization/ Social Change/ Social Services/ Technological Advancement/ Working Women
Identifiers: *Second Careers

DIALOG File1: ERIC 66-APR78 (Item 37 of 40) User1210 2may78

ED057466# VT016577
An Application of John Holland's Vocational Theory to an Empirical Study of Occupational Mobility of Men Age 45-59.
Parsons, George E.
71 175p.; Ph.D. Dissertation, Ohio State University
Available from: University Microfilms, P.O. Box 1764, Ann Arbor, Michigan 48106 (Order No. 72-4604, MF $4.00, See catalog for hardcopy price)
Document Not Available from EDRS.
This study was designed to investigate the occupational movement and reasons for movement of men aged 45 to 59 between their first and current jobs, and more precisely to examine: (1) change and stability of various occupational personality types, (2) the effect of selected variables on change and stability of personality types, and (3) the relationship between job satisfaction and worker attachment to an occupational personality type by use of John Holland's theory of career selection. The data used were collected by the Bureau of the Census for The Center for Human Resource Research at The Ohio State University in 1966 as part of the National Longitudinal Surveys. A multi-stage probability sampling technique was used. Major findings indicated that Realistic types were the most stable personality types and that occupationally mobile individuals were different from occupationally stable individuals, blacks from whites vocationally, and Realistic types from the other five personality types. The most significant implication of this study for career development research was that it indicated the relevance of Holland's theory of vocational selection to older men now in the labor force and to the study of occupational mobility. (Author/MF)
Descriptors: *Career Change/ Doctoral Theses/ *Individual Differences/ *Job Satisfaction/ Job Tenure/ Males/ Middle Aged / *Occupational Mobility/ *Personality Theories/ Sampling/ Socioeconomic Influences/ Work Life Expectancy
Identifiers: *Hollands Theory of Vocational Choice

ED057323# AC012178
The Second Time Around: Finding a Civilian Career in Mid-Life.
Collings, Kent J.
71 180p.
Available from: The Carroll Press, Publishers, 43 Squantum St., Cranston, R.I. 02920 ($5.75)
Document Not Available from EDRS.
The 17 articles in this book were written to help middle-aged retirees, especially the military, in finding second careers. Chapter One discusses the attitudes, policies, and needs of potential employers. Chapters Two through Four separate myth from reality concerning the chances of gainful employment past the age of 45. Chapter Five explores wives' attitudes toward the retirement years. Chapter Six compares the situations of the 20-year and 30-year retiree. Chapter Seven brings out the importance of improving one's education before attempting to find a job. Chapters Eight and Nine discuss employment possibilities and remuneration and explode the myth about fantastic salaries on the "outside." Chapter Ten explores the realities of employment for women retirees. Chapter Eleven outlines a plan for job searching, and Chapter Twelve discusses the best way to set up a resume. Chapters Thirteen through Fifteen discuss the advantages and disadvantages of various careers and the case history of the top 20 successful retirees. Chapter Sixteen highlights the advice of those who have already retired, and Chapter 17 outlines the format for a personal retirement plan. Appendix A lists publications giving helpful job hints; Appendix B gives statistical data. Appendix C discusses previous studies of military retirees. References, an index, and biographical notes are included. (CK)
Descriptors: Academic Achievement/ Attitudes/ Career Change/ *Career Planning/ Case Studies/ Degrees (Titles)/ Females/ Higher Education/ Income/ Job Market/ Males/ *Manuals/ *Middle Aged/ *Military Personnel/ Mythology/ *Retirement/ Salaries/ Surveys/ Vocational Counseling

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ED049422# AC010173
Changing Careers after Thirty-five: New Horizons through Professional and Graduate Study.
Hiestand, Dale L.
71 186p.
Available from: Columbia University Press, 136 South Broadway, Irvington-on-Hudson, N.Y. 10533 ($6.95)
Document Not Available from EDRS.
The author deals primarily with people who make a change in career orientation so distinct that the move requires at least a year of professional or graduate education. Chapters examine such topics as the changing nature of middle age; fields of study or endeavor (mainly social work, librarianship, elementary and secondary education, and other service professions) favored by middle aged students; reasons why men and women over 35 decide to enter or reenter professional or graduate school; and kinds of financial, academic, and family problems and adjustments experienced by such students. Seventeen case histories are presented to illustrate a wide diversity of motives, circumstances, and personal characteristics. Major findings include these: (1) most middle aged people who change careers were largely successful and satisfied in their previous work; (2) they tend to be dynamic individuals actively searching for new interests; (3) many people who return to work act with relatively little prior planning or guidance. Implications for education and guidance, theories of occupational choice, developmental psychology, and manpower policy formation, are discussed in the last chapter. An index and seven tables are included. (LY)
Descriptors: *Adult Students/ *Career Change/ Career Choice/ Educational Opportunities/ Enrollment/ Females/ Financial Support/ *Graduate Study/ Grants/ Males/ *Middle Aged/ Motivation/ Part Time Students/ *Professional Education/ Professional Occupations/ Student Problems/ Units of Study (Subject Fields)

ED045888# AC008794
Occupational Change and the Choice of Teaching as a New Career.
Londoner, Carroll Alton
Indiana Univ., Bloomington.
Mar 70 306p.; Ph.D. Thesis
Available from: University Microfilms, 300 N. Zeeb Rd., Ann Arbor, Michigan, 48106 (Order No. 70-22,833, MF $4.00, Xerography $13.95)
Document Not Available from EDRS.
A study was made of how job factors, as related to age and sex, induce persons educated and working in one career to leave and then choose teaching as a new career. Subjects (45 graduate students in an Indiana University teacher certification program) ranged in age from 25 to 55 and had undergraduate backgrounds in fields other than education. They were administered a specially developed questionnaire and rating scale. Men aged 24-39 were more dissatisfied by the factors as a whole than comparable women. Regardless of sex, subjects aged 24-29 tended to be dissatisfied with opportunities for promotion, decision making, and personal growth; level of job creativity and challenge; responsibility for the efforts of self and others; recognition by peers; managerial foresight and planning; interpersonal relations; use of their abilities; existing sense of pride and success; and supervision. Most of these factors may have influenced persons 30-34 to leave their careers. Men and women differed on work with young people, social progress, and commitment as factors leading them to choose teaching. These and other findings led to the conclusion that age, but not sex, is relevant to leaving one's old job in favor of teaching. (LY)
Descriptors: Adult Students/ *Age Differences/ Attitudes/ Bibliographies/ *Career Change/ *Career Choice/ Doctoral Theses/ *Females/ Higher Education/ Investigations/ *Males/ Middle Aged/ Motivation/ Teacher Education/ Young Adults

Print 21/5/1-7
DIALOG File7: SOCIAL SCISEARCH 72-(WK10)78 (Copr. I.S.I. Inc.) (Item 1 of 7) User1210 2may78

784357 MEETING AB OATS ORDER#: DX504 0 REFS
MOTIVATIONS FOR MID-LIFE CAREER CHANGE (EN)
THOMAS LE
UNIV CONNECTICUT/STORRS//CT/06268
GERONTOLOGIST, V17, N5, P125-125, 1977

763568 ARTICLE OATS ORDER#: DS697 13 REFS
UNEMPLOYED AEROSPACE PROFESSIONALS - LESSONS FOR PROGRAMS FOR MID-LIFE CAREER REDIRECTION (EN)
THOMPSON VM
RAND CORP/SANTA MONICA//CA/90406
POLICY ANALYSIS, V3, N3, P375-385, 1977

(ENGINEERING MANP OCT, P2, 1971)
KINN JM (INDUSTRIAL GERON SEP, P47, 1973)
PASCAL AH (R15822NSF RAND CORP, 1975)
*US DEP LAB (MANP REP PRES, P56, 1974)
ZIEGLER J (CHANGE HIGHER EDUCAT, V3, P19, 1971)
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742498 ARTICLE OATS ORDER#: DJ305 17 REFS
LEISURE AND CAREER-DEVELOPMENT IN MID-LIFE - RATIONALE (EN)
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VIRGINIA POLYTECH INST & STATE UNIV/BLACKSBURG//VA/24061
VOCATIONAL GUIDANCE QUARTERLY, V25, N4, P344-350, 1977

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742492 ARTICLE OATS ORDER#: DJ305 8 REFS
MID-LIFE CAREER INFLUENCE (EN)
HEALD JE
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THURNER M (J GERONTOLOGY, V29, P85, 1974)

563073 MEETING AB OATS ORDER#: AR182 0 REFS
MIDDLE-AGED CAREER DROPOUTS - EXPLORATION (EN)
ROBERTS BH
BRANDEIS UNIV,HELLER SCH/WALTHAM//MA/
GERONTOLOGIST, V15, N5, P87-87, 1975

559781 ARTICLE OATS ORDER#: AR661 7 REFS
WHY STUDY MID-LIFE CAREER CHANGE (EN)
THOMAS LE
UNIV CONNECTICUT,DEPT CHILD DEV & FAMILY REL/STORRS//CT/06268
VOCATIONAL GUIDANCE QUARTERLY, V24, N1, P37-40, 1975

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ERICKSON E (IDENTITY YOUTH CRISI, 1968)
HAVIGHUST RJ (AM J SOCIOLOGY, V64, P347, 1959)
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81 82

DIALOG File7: SOCIAL SCISEARCH 72-(WK10)78 (Copr. I.S.I. Inc.) (Item 7 of 7) User1210 2may78

019742 ARTICLE OATS ORDER#: CR292 16 REFS
CAREER-DEVELOPMENT OF MEN AT MID-LIFE (EN)
MURPHY PP; BURCK HD
FLORIDA STATE UNIV/TALLAHASSEE//FL/32306
JOURNAL OF VOCATIONAL BEHAVIOR, V9, N3, P337-343, 1976

ARMSTRONG BN (J PSYCHOLOGY, V87, P293, 1974)
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NEUGARTEN BL (MIDDLE AGE AGING REA, 1968)
OSIPOW SH (THEORIES CAREER DEVE, 1973)
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Print 33/5/1-9
DIALOG File11: PSYCH ABS 67-MAR78 (Copr. Am. Psych. Assoc.) (Item 1 of 9) User1210 2may78

DOC YEAR: 1977 VOL NO: 58 ABSTRACT NO: 02333
Counseling older persons: Career change and retirement.
Sinick, Daniel
George Washington U
Vocational Guidance Quarterly 1976 Sep Vol 25(1) 18-25
Describes 2 major counseling opportunities in work with older people: career change and retirement. In approaching mid- or late-life career change, emphases the counselor is likely to find useful include (a) evaluating client motivations for change, (b) regenerating client self-confidence, (c) minimizing use of traditional testing, (d) identifying usable old interests and skills, (e) developing new interests and skills, and (f) assisting clients in finding jobs. Counseling emphases crucial in dealing with retirement are (a) role adjustments, including mourning changes and appreciating continued living; (b) the multiple options for creative use of time; and (c) management of ''mundane'' matters; e.g., housing, independence, and preventive health care. (23 ref)
LANGUAGE: Engl CLASSIFICATION: 36
SUBJECT TERMS: RETIREMENT, AGED, MIDDLE AGED, OCCUPATIONAL GUIDANCE, OCCUPATIONS/; 44470, 01370, 31310, 34990, 35110
INDEX PHRASE: career change & retirement counseling procedures & goals, middle aged & aged

DOC YEAR: 1977 VOL NO: 57 ABSTRACT NO: 11621
Career change during mid-life: An investigation of the interrelatedness of intra- and extra-organismic variables.
Russell, Ronald L.
Pennsylvania State U
Dissertation Abstracts International 1976 May Vol 36(11-A) 7670
LANGUAGE: Engl CLASSIFICATION: 36
SUBJECT TERMS: DEMOGRAPHIC CHARACTERISTICS, PERSONALITY TRAITS, FAMILY RELATIONS, OCCUPATIONS/, OCCUPATIONAL CHOICE, OCCUPATIONAL GUIDANCE, ADULTS; 13460, 37860, 19250, 35110, 34980, 34990, 01160
INDEX PHRASE: demographic & personality & family & vocational interrelationships, prediction of mid-life career change, clients of career counseling agency

DOC YEAR: 1976 VOL NO: 56 ABSTRACT NO: 06889
The challenge of second careers: To society and to the individual.
Ossofsky, Jack
National Council on the Aging, Washington, DC
Industrial Gerontology 1976 Spr Vol 3(2) 83-90
Describes the Conference on Older Workers: Issues in Second Careers, sponsored with The National Council on the Aging, which represents a major effort of the program to focus on second careers as a response to mid-life changes. Topics discussed included (a) the extention of life expectancy from 35 to 72 yrs, (b) the decrease of the work role, (c) the motivation of women through benefit inadequacy, and (d) the need for different types of programs.
LANGUAGE: Engl CLASSIFICATION: 36
SUBJECT TERMS: OCCUPATIONAL CHOICE, OCCUPATIONAL ADJUSTMENT, AGED, MIDDLE AGED; 34980, 34950, 01370, 31310
INDEX PHRASE: second careers as resporse to mid-life changes, conference on older workers

DOC YEAR: 1976 VOL NO: 56 ABSTRACT NO: 06880
Second careers: An integrated learning experience in career change for older persons.
Boren, Nona; Terry, KaiMay Y.; McCally, Michael
George Washington U Medical School
Industrial Gerontology 1976 Spr Vol 3(2) 75-82
Describes the Second Careers program, a 2 yr demonstration project funded by the Administration on Aging at The George Washington University School of Medicine and Health Sciences and designed to assist older persons in mid-life transition who are contemplating a career change. The program's objectives, assumptions, working hypotheses, preliminary evaluation, and plans for dissemination are discussed.
LANGUAGE: Engl CLASSIFICATION: 36, 10
SUBJECT TERMS: MIDDLE AGED, OCCUPATIONAL ADJUSTMENT, OCCUPATIONAL CHOICE, AGED, EDUCATIONAL PROGRAMS, ADULT EDUCATION; 31310, 34950, 34980, 01370, 16190, 01130
INDEX PHRASE: objectives & description & preliminary evaluation, Second Careers program to assist older persons considering career change

DOC YEAR: 1976 VOL NO: 55 ABSTRACT NO: 05766
Why study mid-life career change?
Thomas, L. Eugene; Shepher, Joseph
U Connecticut
Vocational Guidance Quarterly 1975 Sep Vol 24(1) 37-40
Identifies areas in developmental knowledge of mid-life career change and stability that need more research. These include (a) motivations for mid-life career change, (b) the relationship between career change and identity change. (c) the balance between work and leisure activities related to psychological well-being in middle age, and (d) correlates of persistence and change at mid-life, especially in the light of current opportunities presented for career change. Besides studying others, developmental psychologists should investigate themselves and colleagues since this concern also touches the r lives. The nature of the problem requires an interdisciplinary approach, and the help of guidance workers is needed.
CLASSIFICATION: 36
SUBJECT TERMS: MIDDLE AGED, OCCUPATIONAL CHOICE, PSYCHOSOCIAL DEVELOPMENT; 31310, 34980, 41920
INDEX PHRASE: areas for future research, developmental knowledge of mid-life career change

DOC YEAR: 1974 VOL NO: 51 ABSTRACT NO: 01943
Unemployment and mid-career change: A blueprint for today and tomorrow.
Kinn, John M.
Inst. of Electrical & Electronics Engineers, Educational Services, New York, N.Y.
Industrial Gerontology 1973 Spr No. 17 47-59
Describes programs resulting from the Conference on Mid-Career Counseling of 1970 by the Institute of Electrical and Electronics Engineers, Inc. A placement program was developed which relocated 25,000 people in 21/2 yrs. Related problems included effects of national priorities upon unemployment, need for a national science policy, and options and opportunities for individual re-employment. Institutional, personal, and psychological problems were often incurred in mid-career changes. Findings indicate that (a) engineering training should be flexible because career demands are rooted in technological advances; (b) engineers have certain skills with high transfer value; (c) private industry and construction furnish many employment opportunities; (d) education has more liberal arts requirements than many government jobs required; (e) the health field is opening up a new area of occupations; and (f) there will be competition for jobs from laid-off career men other than engineers.
CLASSIFICATION: 17
SUBJECT TERMS: ENGINEERS, UNEMPLOYMENT, GOVERNMENT POLICY MAKING, MIDDLE AGED, EMPLOYABILITY, OCCUPATIONAL MOBILITY; 17420, 54790, 21430, 31310, 17000, 35020
INDEX PHRASE: national priorities & need for national science policy & options & opportunities for individual re-employment, unemployment & mid-career change, implications for engineers

DOC YEAR: 1974 VOL NO: 51 ABSTRACT NO: 00789
Second careers: A growing trend.
Kelleher, Carol H.
National Council on the Aging, Inst. of Industrial Gerontology, Washington, D.C.
Industrial Gerontology 1973 Spr No. 17 1-8
Summarizes findings of articles appearing over a 15-yr period indicating that more workers than many counselors realize change careers in midlife due either to voluntary switches, nonvoluntary displacement accompanying cultural changes, or new careers after 65 yrs old. Topics include change from blue-collar or khaki to white-collar jobs, usually involving more education and/or career counseling. Changes in later years involve moving from full-time to part-time or volunteer occupations. (32 ref.)
CLASSIFICATION: 08
SUBJECT TERMS: OCCUPATIONAL MOBILITY, MIDDLE AGED, AGED, LITERATURE REVIEW, OCCUPATIONAL INTERESTS; 35020, 31310, 01370, 28580, 35010
INDEX PHRASE: voluntary switches or nonvoluntary displacement in career accompanying cultural changes or new careers after 65 yrs old, survey of articles over 15 yr period

DIALOG File11: PSYCH ABS 67-MAR78 (Copr. Am. Psych. Assoc.) (Item 8 of 9) User1210 2may78

DOC YEAR: 1974 VOL NO: 51 ABSTRACT NO: 00785
Personality and career change.
Clopton, Will
Raymond Walters Coll., Psychological Services, Cincinnati, O.
Industrial Gerontology 1973 Spr No. 17 9-17
Presents a condensed report of a doctoral study initiated to identify personality attributes and life circumstances associated with career change in mid-life. Ss were 2 groups of 31-53 yr old males. ''Shifters'' were a group of 20 men pursuing, or in recent receipt of, an advanced degree as prerequisite for a newly-chosen career. ''Persisters'' were 20 men matched with shifters for age, education, marital status, 1st career field, and years spent in that field. Shifters had a mean age of 41.7 yrs, persisters, 40.8 yrs. Data were gathered through taped interviews, California Psychological Inventory, SVIB, and Rotter Internal-External Control Scale. Shifters had enough money to see them through transitional periods; 20% were divorced or separated. All persisters lived with their 1st spouse; 20% had money enough to see them through their career reorientation. Dissatisfaction with career was found to be only 1 factor behind change. Psychopathological behavior was not a characteristic of the group. Shifters appeared to be acutely aware of their mortality. It is concluded that present rather than past conditions reinforce the desire for change.
CLASSIFICATION: 08
SUBJECT TERMS: PERSONALITY TRAITS, LIFE EXPERIENCES, PERSONALITY PROCESSES/, MIDDLE AGED, OCCUPATIONAL MOBILITY, OCCUPATIONAL INTERESTS; 37860, 28355, 37800, 31310, 35020, 35010
INDEX PHRASE: personality attributes & life circumstances, mid-life career change, 31-53 yr old males seeking new careers vs those remaining in same career

DOC YEAR: 1973 VOL NO: 50 ABSTRACT NO: 01994
An exploratory study of career change in middle life.
Clopton, Willard C.
U. Cincinnati
Dissertation Abstracts International 1973 Feb Vol. 33(8-B) 3911
CLASSIFICATION: 17
SUBJECT TERMS: MIDDLE AGED, OCCUPATIONAL ADJUSTMENT, OCCUPATIONAL CHOICE, LIFE EXPERIENCES, PERSONALITY TRAITS; 31310, 34950, 34980, 28355, 37860
INDEX PHRASE: personality attributes & life circumstances, career change in middle life, 30-55 yr. old males

Print 53/5/1
DIALOG File37: SOCIOLOGICAL ABS 63-DEC77 (Item 1 of 1) User1210 2may78

77S7171-0
Family Influences on Mid-Life Occupational Attainment: A 23-Year Follow-Up Study
Gansemer, Lawrence P.; Bealer, Robert C.
Pennsylvania State U, University Park 16802
Descriptors: OCCUPATION; ATTAIN; FAMILY; INFLUENCE; MIDDLE-AGE; UNITED STATES
Index Phrase: US, midlife occupational attainment vs family influences, 23-year follow-up study; dominant achievement culture, components assimilation, creative conformity, path model;
DOC TYPE: RSS1977829
Abstract: A multivariate, multistage path model was employed to test parental family influences on educational & occupational antecedents of Ru development among a representative sample (N=460) of Ru reared Pa M's. As high school sophomores, they were first contacted in 1947 & contacted at different points up to 1971. At the microstructural level of the family, educational & occupational opportunities are viewed as linear functions of direct & indirect forms of intergenerational cultural & SE assistance, family size, home environment, & parental achievement training. The Alwin-Hauser (1975) technique for decomposing .sigma. effects in a path model was utilized to tabulate the direct & indirect effects of these family-related variables on measured intelligence, academic performance, & years of schooling in the adolescent & late teenage stages of the R's' life cycles. Compared are relative effects of all of the foregoing variables of early-adult occupational rank & participation, financial managerial behavior, & economic aspirations. This comparison revealed, that occupational attainment can be viewed as a process of acquiring key components of the dominant achievement culture & that the internalization of these components serves to direct the development of human resources in creative conformity with that culture. Also, the family is part of a larger cultural matrix (eg, postindustrialization) experiencing change over time & that it is influential in specifying the degree to which young men were able to prepare for, & subsequently adapt to, industrial shifts in the economy & the ensuing expansion of employment opportunities at the upper reaches of the occupational structure. Effects of several indicators of family background on midlife occupational attainment showed that parental inputs as well as high school performance behavior, educational attainment, & early-career rank significantly contributed to the ability of some R's to perform technically oriented & cognitively complex occupations & professions at age 40. The path model explained 43% of the variance in occupational attainment at about age 26 in 1957; 14 years later, it accounted for 40% of the variance in occupational attainment at age 40.

Print 66/5/1-6
DIALOG File15: ABI/INFORM 71-APR78 (Item 1 of 6) User1210 2may78

77015613 ID No: 77015613
CORPORATE WIVES - VICTIMS OF BENIGN NEGLECT
THOMPSON, ELIZABETH W.
INDUSTRY WEEK V165 N1 P86-88 OCT. 10, 1977 Coden: IWEEA4 ISSN 0039-0895 Jrnl Code: IW
Doc Type: JOURNAL PAPER
THE CORPORATE WIFE IS ENCOURAGED TO STAY HOME, TO BE THE SUPPORT FOR HER HUSBAND, AND TO MERGE HER DESIRES, HER AMBITIONS, AND HER WISHES WITH HIS. SHE IS PLACED ON THE PEDESTAL OF DOMESTIC WORK WHICH IS CONSIDERED NON-WORK. SHE IS EXPECTED TO TAKE UPON HERSELF THE FULL BURDEN OF TRANSFERS, LEAVING HER HUSBAND FREE TO CONTINUE HIS CAREER. EACH TRANSFER ROBS HER OF PART OF HER IDENTITY, LEAVING HER OLD WHILE HER HUSBAND IS STILL MIDDLE-AGED. HE CAN LOOK FORWARD TO MORE RAISES AND MORE RESPONSIBILITY IN HIS JOB. WHILE SHE CAN LOOK FORWARD TO A DIMINISHING JOB, LESS RESPONSIBILITY, AND LESS WORK TO DO. THE COMPANY EXPECTS HER LOYALTY AS AN EXTENSION OF HER HUSBAND'S, BUT IT HAS DONE NOTHING TO DESERVE IT. TRANSFERS ARE ACCEPTED BECAUSE NON-ACCEPTANCE LEADS TO A DEAD-END CAREER POSITION AND STAGNATION. BUSINESS IS GOING TO HAVE TO DEAL WITH A NEW GENERATION OF WIVES WHO WILL NOT PLAY THE 'PASSIVE HOUSEWIFE' GAME. THEY WISH TO BE CONSIDERED MATURE ADULTS.
Descriptors: ADULTS; AGING; BURDENS; BUSINESS; CAREERS; COMPANIES; CORPORATIONS; DOMESTIC; ENDS; EXTENSIONS; FULL; GAMES; HOUSEWIVES; HUSBANDS; LOYALTY; MERGES_(DP); MIDDLE; NEGLIGENCE; NEW; PASSIVE; RAISES; RESPONSIBILITIES; STAGNATION; TRANSFER; TRANSFERS; WIVES; WORK

76011923 ID No: 76011923
THE AGE 40 CRUCIBLE
SHEEHY, GAIL
WHARTON MAGAZINE V1 N1 P31-35 FALL 1976 ISSN 0145-4188
Jrnl Code: WHA
Doc Type: JOURNAL PAPER
WHEN MEN REACH THE MID-30'S, THEY HAVE A BURST OF ENERGY AND DESIRE TO REACH THE TOP OF THEIR PROFESSION, BELIEVING THAT WORK PERFORMANCE IS A CRITERION OF THEIR WORTH. IF THEY FAIL TO REACH THE TOP, THEY MUST ADJUST THEIR GOALS DOWN - THEY SHOULD EITHER SEEK A MORE SATISFYING OCCUPATION WITH MEANING OR TAKE ON A SECOND CAREER THAT IS FULFILLING. EVEN IF THE GOAL IS ATTAINED, IT IS USUALLY NOT AS THRILLING AS ANTICIPATED. THE SEVERITY OF MIDLIFE CRISIS DEPENDS ON HOW STRONGLY THE MAN SEES HIS GOALS AS A SOLUTION TO PERSONAL PROBLEMS OR HOW HE HAS MODIFIED HIS GOALS TO BE MORE REALISTIC. THEY FACE THE CRISIS OF GENERATIVITY, IN WHICH THEY EITHER VOLUNTARILY WANT TO HELP TAKE CARE OF OTHERS, OR SEE OTHERS AS A THREAT. THEY SHOULD IDEALLY SEEK ACTIVITIES THAT GIVE THEM A DEEPER SENSE OF SATISFACTION, LIKE A RENEWAL OF THEIR MARRIAGE OR A CAREER CHANGE.
Descriptors: ACTIVITY; CAREERS; CRISIS; ENERGY; GOALS; MEN; OCCUPATIONS; PERFORMANCE; PROBLEMS; RENEWALS; SATISFACTION; SENSE; SOLUTIONS; THREATS; WORK

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76011732 ID No: 76011732
VOLKSWAGEN STEERS ITS DEALERS TOWARDS JOB-ENRICHMENT
CLUTTERBUCK, DAVID
INTERNATIONAL MANAGEMENT V31 N9 P54-56 SEPT. 1976 Coden: ITMGAT ISSN 0020-7888 Jrnl Code: IMG
Doc Type: JOURNAL PAPER
VOLKSWAGEN GOT WORRIED WHEN CUSTOMERS STOPPED USING AUTHORIZED DEALERS FOR REPAIRS, COMPLAINING OF HIGH PRICES AND POOR SERVICE. SURVEYS FOCUSED THE PROBLEM ON THE HIGH TURNOVER OF SKILLED MECHANICS. THE SOLUTION WAS TO REDESIGN THE JOB SO PEOPLE WOULD BE ENCOURAGED TO BECOME CAREER MECHANICS. SINCE DEALERS HAVE NO CONNECTION WITH VOLKSWAGEN, THE COMPANY USED GENTLE PERSUASION AND FREE ADVICE TO GET DEALERS TO INSTITUTE WORK TEAMS TO REPAIR CARS. THE NEW ORGANIZATION IMPROVES CUSTOMER-SATISFACTION AND CUTS COSTS BY ELIMINATING UNPRODUCTIVE PERSONNEL. THE TEAMS ARE WORKING WELL WHERE PERSONNEL WELFARE AND JOB-ENRICHMENT ARE THE REASONS FOR CHANGE. IN THE TEAM APPROACH, EMPLOYEES ARE DIVIDED INTO TEAMS OF WORKERS WITH DIVERSIFIED SKILLS. THE TEAM LEADER IS RESPONSIBLE FOR EVERYTHING THE GROUP DOES AND ACTS AS LIASON BETWEEN THE TEAM AND THE CUSTOMER. THE CHIEF MECHANIC POSITION GIVES RECOGNITION TO OLDER MEN AND AIDS THE TEAM LEADER. CHART.
Descriptors: AUTOMOBILES; CAREERS; CHARTS; COMPANIES; COSTS; CUSTOMERS; DEALERS; EMPLOYEES; GROUPS; HIGH; JOB ENRICHMENT; MECHANICS; MEN; NEW; PERSONNEL; PRICES; RECOGNITION_(LBR); SATISFACTION; SERVICES; SKILLS; SOLUTIONS; SURVEYS; TEAMS; TURNOVER; WELFARE; WORK; WORKERS

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DIALOG File15: ABI/INFORM 71-APR78 (Item 4 of 6) User1210 2may78

76001805 ID No: 76001805
KEANE GIVES JOINT AMA-SME MEETING 10 SUGGESTIONS FOR MANAGING CHANGE IN INSEPARABLE HOME, OFFICE LIVES
MARKETING NEWS V9 N14 P1,9 JAN. 30, 1976 Coden: MKNWAT
ISSN 0025-3790 Jrnl Code: MNW
Doc Type: JOURNAL PAPER
AMA PRESIDENT JACK KEANE OFFERS 10 SUGGESTIONS TO BENEFIT MARKETERS AND CALM THEM IN THESE TURBULENT TIMES - 1. RETHINK MARKETING'S ROLE TO REFLECT ITS TRENDING USES FOR MARKETING IS TRENDING BEYOND ITS TRADITIONAL BORDERS. 2. PURSUE PROFIT, NOT SALES. 3. INTEGRATE THE GREAT SELF-SEALING CORPORATIONS THAT PERPETUATE THEMSELVES BY OPERATING IN A CARBON COPY MANNER. 4. BOOST MARKETING PRODUCTIVITY BY SUCH MEANS AS TIGHTENING FINANCIAL CONTROLS AND SETTING REALISTIC BUDGETS. 5. STREAMLINE MARKETING ORGANIZATIONS FOR CLINGING TO OLD METHODS IS NOW FUTILE. 6. PREMONITOR THE MARKETING ENVIRONMENT WITH PROGRAMS SUCH AS WHIRLPOOL'S CELL 80'S. 7. CONSIDER SABBATICALS AND CHANGING CAREERS ABRUPTLY IN MIDLIFE. 8. SIMPLIFY THE COMPLICATED U.S. LIFE STYLE FOR WE ARE BREEDING TOO MANY WORKOHOLICS. 9. KEEP PHYSICALLY FIT WITH EMPHASIS NOT ON HOW LONG WE LIVE BUT HOW WELL. 10. DEFINE PERSONAL SUCCESS SETTING GOALS AND WHAT TRADEOFFS YOU ARE WILLING TO MAKE.
Descriptors: BENEFITS; BUDGETS; CAREERS; CONTROLS; CORPORATIONS; ENVIRONMENT; FINANCIAL; GOALS; JOINTS; MARKETING ; MEETINGS; METHODS; OFFICES; PRODUCTIVITY; PROFIT; PROGRAMS; ROLES; SALES; SUCCESS; TRADEOFFS

74009835 ID No: 74009835
MANAGING THE MIDDLE-AGED MANAGER
SCHULTZ, DUANE
PERSONNEL V 51 N 6 P 8-17 NOV.-DEC. 1974 Coden: PSNLAH
ISSN 0031-5702 Jrnl Code: PER
Doc Type: JOURNAL PAPER
THE MIDDLE-AGED MANAGER'S OWN JOB-PERFORMANCE AS WELL AS THAT OF HIS WHOLE DEPARTMENT OR SECTION CAN BE AFFECTED BY THE MIDLIFE CRISIS, WITH ITS REALIZATION OF LOSS AND DEPRESSION, ITS CRITICAL SELF-EXAMINATION, FEAR AND HOSTILITY, AND HEALTH PROBLEMS. A GROWING NUMBER OF MIDDLE-AGED MANAGERS ARE LEAVING THEIR FIRST CAREER TO UNDERTAKE AN ENTIRELY NEW ONE. MORE AND MORE COMPANIES, HOWEVER, ARE NOW ESTABLISHING MID-CAREER CLINICS TO HELP THEIR EMPLOYEES THROUGH THESE DIFFICULT YEARS, THUS OPENLY RECOGNIZING THE PROBLEM. THROUGH COMPANY TRAINING PROGRAMS AND INFORMATION COMMUNICATION, MANAGERS CAN BE INFORMED OF THE NATURE OF THE MIDLIFE CRISIS. PERSONAL AND VOCATIONAL COUNSELING SHOULD BE OFFERED TO MIDLIFE MANAGERS, WITH COUNSELING OF A SUPPORTIVE NATURE. SMALL GROUP MEETINGS OF MIDDLE-AGED MANAGERS ARE FOUND TO BE PARTICULARLY EFFECTIVE.
Descriptors: AGING; CAREERS; CLINICS_(HEA); COMMUNICATION; COMPANIES; COUNSELING_(PER); CRISIS; DEPRESSION; EMPLOYEES; GROUPS; HEALTH; INFORMATION; LOSSES; MANAGERS; MEETINGS; MID CAREER; MIDDLE; NATURE; NEW; PERFORMANCE; PROBLEMS; PROGRAMS; REALIZATION; SMALL; TRAINING; YEARS

74006105 ID No: 74006105
HOW TO GIVE PHASED-OUT MANAGERS A NEW START
CUDDIHY, BASIL ROBERT
HARVARD BUSINESS REVIEW V 52 N 4 P 61-69 JULY-AUG 1974 Coden: HABRAX ISSN 0017-8012 Jrnl Code: HBR
Doc Type: JOURNAL PAPER
WHEN ALUMINUM COMPANY OF CANADA, LTD. WAS FACED WITH A PERIOD OF ADVERSE BUSINESS CONDITIONS THAT MADE MASSIVE MANAGERIAL CUTBACKS INEVITABLE, THE COMPANY TRIED A NEW APPROACH TO DEVELOP A SOCIALLY RESPONSIBLE PROGRAM TO HELP 200 MIDDLE-AGED EMPLOYEES EMBARK ON NEW CAREERS. THIS ALSO LED ALCAN TO ADOPT NEW PERFORMANCE APPRAISAL PROCEDURES TO PREVENT RECURRENCES OF THIS SITUATION. THE TERMINATION POLICY AND PROCEDURE ARE DESCRIBED. THIS PROGRAM TAUGHT TWO BASIC LESSONS--THAT MIDLE-AGED EXECUTIVES DO HAVE MARKETABLE SKILLS AND CAN FIND NEW JOBS IF THEY LOOK FOR THEM AND THAT THE COST OF RUNNING SUCH A PROGRAM IS GREAT, BOTH IN TERMS OF MONEY AND EMOTION, WHICH MIGHT BE LOWERED WITH THE USE OF SOME GUIDELINES. UNUSUAL ASPECTS OF THE PROGRAM INCLUDED USE OF OUTSIDE CONSULTANTS AND THE COMPANY'S STAFF PSYCHOLOGIST ALONG WITH PROVIDING TEMPORARY OFFICE SPACE FOR THE TERMINATED EMPLOYEES.
Descriptors: AGING; ALUMINUM; APPRAISAL; BASIC; BUSINESS; BUSINESS CONDITIONS; CANADA; CAREERS; COMPANIES; CONSULTANTS; COSTS; EMPLOYEES; EXECUTIVES; GUIDELINES; MANAGERS; MIDDLE; MONEY; NEW; OFFICES; PERFORMANCE; PERFORMANCE APPRAISAL; PHASED; POLICIES; POLICY; PROCEDURES; PROGRAMS; SKILLS; SPACE; STAFF; TERMINATIONS_(PER)

Print 71/5/1-4
DIALOG File47: MAGAZINE INDEX (Copr. IAC) (Item 1 of 4) User1210 2may78

1049024
The male mid-life crisis. (reviews)_(book).
Publishers Weekly v213 p114(1) Feb 20 1978
ARTICLE TYPE: review GRADE: A
NAMED PERSON: Mayer, Nancy
DESCRIPTORS: books-reviews, etc.

1037071
The pause that depresses: the male mid-life crisis.
Chew, Peter
Town and Country v131 pB14(3) Oct 1977
DESCRIPTORS: men-health and hygiene

1009773
Phyllis Lamhut after 30 years as a professional dancer - an "artist in midlife.".
Dance Magazine v52 p12(2) March 1978
portrait
ARTICLE TYPE: biography
NAMED PERSON: Lamhut, Phyllis_attitudes;

1003575
Facing the mid-life crisis. (career tragedies for men in management).
McGill, Michael E.
Business Horizons v20 p5(9) Dec 26 1977 CODEN: BHORA
SECTION HEADING: business
DESCRIPTORS: management-psychological aspects
IDENTIFIERS: Climacteric, Male_research

3-36

Print 84/5/1-3
DIALOG File65: SSIE CURRENT RESEARCH 75-MAR78 (Item 1 of 3) User1210 2may78

0184972 SSIE NO.: GC 1629 1
MIDLIFE CAREER CHANGE - PATTERNS OF COPING RESPONSE TO TRANSITIONS IN EMPLOYMENT
INVESTIGATORS: OSHERSON S
PERFORMING ORG: UNIV. OF MASSACHUSETTS,SCHOOL OF ARTS & SCIENCES,PSYCHOLOGY,100 ARLINGTON ST.,BOSTON,MASSACHUSETTS,02-116
SPONSORING ORG: U.S. Dept. of Labor,14th & Constitution Ave. N.W.,Washington,District of Columbia,20210
CONTRACT/GRANT NO.:91-25-75-41
10/76 TO 9/77 FY: 77 FUNDS: NA

The object of this research is to provide insight into the process of midlife career change.. A variety of adjustments are made by the individual in a job transition, and these adjustments can be potentially stressful events.. Coping response theory will be combined with an ego functioning model to produce a model with 12 ego functions.. Using this model, the researcher hopes to: (1) Determine the motivations underlying the decision to change careers at midlife; (2) understand sources of stress and difficulty in the process of midlife career change; and (3) assess adaptive and maladaptive patterns of coping response to this stress..
A clinical interview procedure will be used to obtain deta led life history information on individuals 40 to 60 years old who have changed careers.. A content analysis will assess the level of ego functioning, both at the time of career change and at present..

DESCRIPTORS:
Test Animals, Human, 2.Homo Sapiens - Modern
Aging, 2.Aging - General
Clinical Psychology, 2.Adjustment Problems
Evaluation/Measurement - Psych, 2.Tests and Methods, 3.Char. and Pers., Objective, 4.Cmc;, 3.Content Analysis, 3.Questionnaires, Biograph. Data
Personality, 2.Development and Adjustment, 3.Adjustment, 3.Coping Ability, Maturity;, 2.Motivational Factors, 3.Motivation -nonspecific;, 2.Structure and Organization, 3.Ego;, 2.Personality Theory
Personnel Psychology, 2.Human Relations
Social Psychology, 2.Individual Factors, 3.Motivation, 4.Occupational and Career
Stress - Behavioral Aspects, 2.Stress - Behavioral Aspects, 3.Employment

0146320 SSIE NO.: 1MH 25547 3
COMMITTEE ON WORK AND PERSONALITY IN THE MIDDLE YEARS
INVESTIGATORS: SHELDON EB; BRIM OG; ABELES RP
PERFORMING ORG: SOCIAL SCI. RES. COUN.,605 3RD AVE.,NEW YORK,NEW YORK,10016
SPONSORING ORG: U.S. Dept. of Health Education & Welfare,Public Health Service,Alcohol Drug Abuse & Mental Health Admin.,National Inst. of Mental Health,Maryland
CONTRACT/GRANT NO.:MH 25547-03
6/76 TO 5/77 FY: 76 FUNDS: $69,920

The committee is appointed to stimulate and develop research on relationships between work and personality during the midlife period.. One intention is to serve as a center for exchange of information among the increasing numbers of social scientists working in the area.. Accordingly, the committee is developing contacts with interested scholars both in the USA and in other countries and has distributed bibliographies, progress reports, and correspondents lists..
In the year ahead, the committee will commission secondary analyses of survey data archived at the University of Michigan and initiate study groups or seminars on such topics as (a) definitional questions with respect to types of careers, career patterns, and the measurement of career trajectories, (b) cross-cultural and ethnic differences in conceptualizing the life cycle and the middle years, (c) women's work, men's work and the family's life cycle, and (d) life roles, life cycle, and the "convoy of social support" during the middle years, where "convoy of social support" refers to those persons on whom an individual relies for support and those who rely upon him/her for support..

DESCRIPTORS:
Nonresearch & Selected Topics, 2.Committee Support, 2.Publications, 3.Bibliography;, 2.Meetings
Biometric Parameters, 2.Age, 3.Age Group Comparisons;, 2.Sex As A Parameter, 3.Female Studies, 3.Male Studies
Ethnic and Social Parameters, 2.Cross-cultural Studies, 2.Ethnic Parameters -ns.
Test Animals, Human, 2.Homo Sapiens - Modern
Aging, 2.Aging - General
Personality, 2.Personality -nonspecific
Social Psychology, 2.Group & Interpersonal Behavior, 3.Family Interactions & Problems, 4.Family Interactions -ns.;, 3.Small Group Interaction, 4.Small Group Interaction -other;, 2.Role Behavior and Factors, 3.Occupational Roles
Social Sciences, 2.Occupation, 3.Occupation -other

DIALOG File65: SSIE CURRENT RESEARCH 75-MAR78 (Item 3 of 3) User12:0 2may78

0045321 SSIE NO.: GC 1771
MIDLIFE CAREER CHANGE - PATTERNS OF COPING RESPONSE TO TRANSITIONS IN EMPLOYMENT
INVESTIGATORS: OSHERSON S
PERFORMING ORG: UNIV. OF MASSACHUSETTS,SCHOOL OF ARTS & SCIENCES,PSYCHOLOGY,100 ARLINGTON ST.,BOSTON,MASSACHUSETTS,02-116
SPONSORING ORG: U.S. Dept of Labor,District of Columbia
CONTRACT/GRANT NO.:91-25-75-41
10/76 TO 9/77 FY: 77 FUNDS: NA

The object of this research is to provide insight into the process of midlife career change., A variety of adjustments are made by the individual in a job transition, and these adjustments can be potentially stressful events., Coping response theory will be combined with an ego functioning model to produce a model with 12 ego functions., Using this model, the researcher hopes to: (1) Determine the motivations underlying the decision to change careers at midlife; (2) understand sources of stress and difficulty in the process of midlife career change; and (3) assess adaptive and maladaptive patterns of coping response to this stress.,
A clinical interview procedure will be used to obtain detailed life history information on individuals 40 to 60 years old who have changed careers., A content analysis will assess the level of ego functioning, both at the time of career change and at present.,

DESCRIPTORS:
Test Animals, Human, 2.Homo Sapiens - Modern
Aging, 2.Aging - General
Evaluation/Measurement - Psych, 2.Tests and Methods, 3.Content Analysis, 3.Questionnaires, Biograph. Data
Personality, 2.Development and Adjustment, 3.Coping Ability, Maturity;, 2.Structure and Organization, 3.Ego;, 2.Personality Theory
Personnel Psychology, 2.Human Relations
Social Psychology, 2.Individual Factors, 3.Motivation, 4.Occupational and Career
Stress - Behavioral Aspects, 2.Stress - Behavioral Aspects, 3.Employment
Social Sciences, 2.Occupation, 3.Manpower, 4.Special Groups